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ABSTRACT

Data on salaries of engineers in education in 1979-80 are presented. Salaries were reported as a function of years since graduation at the bachelor's degree level or as a function of age. Information is broken down according to six academic ranks, two contract periods, and three types of institutions: engineering schools with PhD programs, those without PhD programs, and technical schools with two-year or nonengineering curricula only. Salaries include base salary and any regular allowances that are equivalent to salary, but do not include payment for extra teaching outside of the normal academic contract, consultation fees, or other professional or personal income. Data were obtained from 291 institutions covering 11,907 engineering graduates. The survey questionnaire provided for the tabulation of salaries by academic rank and years of experience. Data for selected groups are presented in the form of plotted curves, below which are printed the data points on which they are based. The data tables also include mean salaries and the number of salaries within each column, and they list the number of salaries above $51,000 or below $14,000. Data are presented in four groupings: (1) tables of median and mean salaries for the different combinations of rank, type of institution, and months on contract; (2) salary curves for all educational institutions combined; (3) curves for engineering schools broken down by academic rank and most prevalent lengths of contract, with separate data for PhD-granting and other institutions; and (4) curves for technical schools broken down similarly. A list of participating schools, a sample questionnaire, and blank charts for personal use are appended. (SW)

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1980

SALARIES OF ENGINEERS IN EDUCATION

SPECIAL REPORT

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a survey conducted by the
ENGINEERING MANPOWER COMMISSION
OF

AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES

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SALARIES OF ENGINEERS IN EDUCATION

Special Report

1980

ENGINEERING MANPOWER COMMISSION

A Commission of the Engineering Affairs Council
of the
American Association of Engineering Societies
345 East 47th Street
New York, New York 10017

November 1980

AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES

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"To engage in studies and analyses of the supply, demand and utilization of engineering and technical manpower; to make recommendations, conduct programs and develop reports concerning these aspects of engineering and technical manpower; and to carry on such other programs in the field of manpower as may be authorized by the Board of Directors of AAES."

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Barbara Ann Howley.....Assistant

Rosanna Bonadonna.....Secretary

ACKNOWLEDGMENTS

This survey was conducted by Patrick J. Sheridan and Barbara Ann Howley of the EMC staff. The text was prepared and typed by Rosanna Bonadonna.

The computer program used for processing the data to obtain salary curves was written by Richard C. Fremon of Bell Telephone Laboratories, who is also Chairman of the Engineering Manpower Commission.

We are particularly grateful to the many deans and salary administrators who provided the basic data from the participating employers of engineers. Space does not permit their individual identification in this report, but without their cooperation we would be unable to conduct our biennial salary surveys.

Patrick J. Sheridan
Manager Manpower Activities

NOTE TO USERS

Additional data from the 1980 Engineers' Salary Survey are published in three other reports, that may be of interest to educators, placement officials, and students. These publications may be ordered from AAES Dept. P, 345 East 47th Street, New York, New York 10017:

Professional Income of Engineers, 1980
Engineers' Salaries, Special Industry Report, 1980
Engineering Manpower Bulletin No. 54 (Salary Survey Highlights & Trends)

SALARIES OF ENGINEERS IN EDUCATION, 1980

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SALARIES OF ENGINEERS IN EDUCATION - 1980

INTRODUCTION

This report is based on data collected during AAES's fourteenth survey of the professional income of engineers. Salaries were reported by employers, in this case deans or other officials of educational institutions, as a function of years since graduation at the bachelor's degree level or of age. Additional information on the questionnaire enabled the returns to be broken down according to six academic ranks or levels, two contract periods, and three types of institutions - engineering schools with PhD programs, those without PhD programs, and technical schools with 2-year or non-engineering curricula only. Schools responding to the survey are listed in the Appendix.

The survey methodology was essentially the same as that used in 1972 to 1976, but data cannot be compared with the results of surveys prior to 1972 except in a general sense. Our 1970 survey was not broken down by rank or duration of contract, and our special engineering teachers' surveys of 1956 to 1968 were based on an entirely different methodology in which individual postcard returns were received from faculty members. However, we have reason to believe that salary curves derived from individual reports are not significantly different from those based on employer's data, other parameters being the same.

It should be noted that salaries include base salary and any regular allowances that are equivalent to salary, but do not include payment for extra teaching outside of the normal academic contract, consultations fees or other professional or personal income. Salary information was collected between March and June 1980 and consists of salary scales for the 1979-1980 school year for most, if not all institutions.

The purpose of this report is to show the current level of engineering teachers' salaries and to indicate, roughly, trends over the past years. It is not intended as a guide to establish salary scales for any institution or to determine what any individual's salary ought to be.

Users of this report should apply salary curves with judgment. EMC reports salary data as furnished by the survey respondents, but there is no way of knowing whether respondents represent a "typical" cross section of their employment group. Users should also note that data in some instances may be based on relatively small numbers of individual salaries. Salary patterns are also influenced by variables whose effect is impossible to determine without detailed analysis beyond the scope of the EMC survey.

History of the Survey

Throughout its history, Engineers Joint Council and now the American Association of Engineering Societies has conducted studies related to the economic status of engineers. In 1949 EJC published "The Engineering Profession in Transition." Studies were made on starting salaries of engineering graduates by fields of employment in 1949 and 1950.

A specialized study made by EJC on behalf of the Department of Defense was published by the Bureau of Labor Statistics in 1952 under the title, "Employment, Education and Income of Engineers 1949-1950 -- A Survey of Engineering Society Members of Full Professional Grade."

Realizing the lack of comprehensive data on engineering income, EJC decided in 1953 to undertake a series of studies in this area. The first report of the series "Professional Income of Engineers" was completed by EJC in 1953, the second in 1956. Initially, the interval between surveys was three years. However, responding to requests for more frequent updating of information, it was decided that surveys should be conducted biennially. In 1957 the EJC survey activities were assigned to the Engineering Manpower Commission. EMC has conducted and published the salary surveys since 1958.

This report should not be confused with the biennial series of Salaries and Income of Engineering Teachers reports published by EJC from 1956 to 1968 under grants from the National Science Foundation. These reports were based on postcard returns from individual faculty members and went into considerable detail. NSF has suspended its support of these surveys and no further ones are planned.

Coverage and Response

291 educational institutions provided data covering 11,907 engineering graduates. The Engineering Manpower Commission's salary survey is the most comprehensive in the United States from the point of view of engineers covered.

Salary figures were reported by employers via a special questionnaire designed specifically for educational institutions (see Questionnaire Form at end of report.) The form provided for the tabulation of salaries by academic rank and years of experience. Questionnaires were mailed in March 1980 to all U.S. engineering schools and several hundred major technical schools. Replies were accepted until mid June.

Survey participants were urged to submit salary information based on baccalaureate year. Some schools, however, were able to supply data only on the basis of age. In such cases we use age 22 as the equivalent year of baccalaureate. Because there are always a few individuals whose degree and salary patterns differ widely from the norm, inclusion of their data in the report may occasionally produce a non-typical curve, particularly if one is based on a relatively small number of individuals. All returns were carefully edited before keypunching, and checks were made throughout the data processing to insure accuracy of the results. The confidentiality of individual salary schedules is protected at all times, as explained on the survey questionnaire.

Technical Note on Computer Program

The computer program used for this survey is designed to calculate the median, quartile, and decile points in the array of salaries reported in a given "years of experience" column. Since these points fall within

a salary bracket which covers a dollar range, the computer interpolates the point within the bracket, to the nearest $50, by assuming essentially a straight-line distribution within the salary extremes. For example, if the median engineer turned out to be the 20th one in the $17,000-18,000 bracket, and there were 100 salaries reported in this bracket, the median point would be 20/100 of the range covered, or $200, and the computed median salary would be $17,200.

The fractiles are first produced as "raw" data. In general we have found that curves plotted on the basis of raw data contain many irregularities that result more from inherent limitations of the methodology than from significant changes in compensation practices. Therefore the data presented in this report are based on four-parameter smooth curves calculated by a least squares method. Each curve has the form $y = ax2 + bx + c$, with y equal to the reciprocal of salary and x = (43 minus years from first degree) raised to the power z. The computer program determines the values of the parameters a, b, c and z that give the minimum sum of the squares of the differences between the raw and smooth values of y. In the summation the differences squared are weighted by the populations associated with each of the data points. Since each curve (median, quartile, etc.) is computed independently, it is possible for occasional anomalies to be found, such as curves apparently crossing or supervisors apparently receiving lower salaries than non-supervisors. These are usually due to inherent limitations in the smoothing routine, and should not be viewed as having any real significance. No statistics are computed where there are fewer than five salaries in a given year column.

Method of Presentation

Data for selected groups are presented in the form of plotted curves, below which are printed the data points on which they are based. The data tables also include mean salaries (which are not plotted and normally differ little from the median) and the number of salaries within each column. Users should always note these figures to be sure that the age distribution of their own organization is consistent with the group described by the curves. Data points have been omitted where there were fewer than five salaries in a column. The data tables also list the number of salaries above $51,000 or below $14,000, which were the limits established by the questionnaire form. The data tables are terminated where they go beyond these limits.

Master's degree salaries normally do not become applicable until at least one year after the BS degree. Similarly, doctor's degree salaries usually do not apply until about three years after the BS. Data for fewer years after the BS, where they may appear in some tables, should be ignored as unreliable.

Explanation of Charts and Tables

All curves in this report have been smoothed through use of the program described above, except that the chart showing median salaries from 1953 to 1980 is based on unsmoothed data from 1953 to 1966 and on smoothed data since then.

Data for 1980 are presented in four groupings, as follows:

(1) Tables of median and mean salaries for the different combinations of rank, type of institution and months on contract. In these statistics no account has been taken of years of experience. The breakdowns correspond with the distribution of salaries reported, and the data given an indication of salaries for groups not covered by any of the more detailed curves.

(2) Salary curves for all educational institutions combined. These three curves show salary distributions for all faculty members regardless of rank, all administrators and all researchers according to the most prevalent length of contract in each case. These curves are also reproduced in the publication Professional Income of Engineers 1980 as representative of salaries in the educational sector. No other curves and data tables in this report appear in any other publications.

(3) Curves for engineering schools broken down by academic rank and the most prevalent lengths of contract, with separate data for PhD-granting and other institutions.

(4) Curves for technical schools broken down similarly.

Definitions

In the interest of uniformity of understanding, the following definitions are used in the EMC surveys:

(1) Salary -- Base salary paid by employers before deductions, and regular allowances including cost-of-living differential, if any. Payments for work not covered by the academic contract are not included.

(2) Chart Data:
   a. Median -- The point in any array of data above and below which half of the series is located, that is, the midpoint.
   b. Mean -- The arithmetical average.
   c. Quartile --
      Upper Quartile: The point in any array of data above which one-quarter of the series is located and below which three-quarters of the series is located.
      Lower Quartile: The point in any array of data above which three-quarters of the series is located and below which one-quarter of the series is located.
   d. Decile --
      Upper Decile: The point in any array of data above which one-tenths of the series is located and below which nine-tenths of the series is located.
      Lower Decile: The point in any array of data above which nine-tenths of the series is located and below which one-tenth of the series is located.

(3) Engineers -- Those holding a minimum of a Bachelor's Degree in a recognized field of engineering.

(4) Years of Experience -- The number of years since the baccalaureate degree was awarded. This places the different degree levels on an approximately equal footing, because those engineers with advanced degrees start out with salaries substantially higher, but they are, of course, older.

DISTRIBUTION OF SALARIES REPORTED

NUMBER OF SALARIES REPORTED, BY TYPE OF INSTITUTION, RANK AND MONTHS ON CONTRACT

	ALL ENGINEERING SCHOOLS 9-10 Mo. Contract	11-12 Mo. Contract
Instructor	291	48
Ass't Prof.	1818	206
Assoc. Prof.	2554	170
Professor	3689	263
Administrator	181	644
Researcher	103	497

	PhD ENGINEERING SCHOOLS 9-10 Mo. Contract	11-12 Mo. Contract
Instructor	208	48
Ass't Prof.	1501	200
Assoc. Prof.	2059	165
Professor	3202	247
Administrator	133	516
Researcher	102	480

	NON-PhD ENGINEERING SCHOOLS 9-10 Mo. Contract	11-12 Mo. Contract
Instructor	83	NA
Ass't Prof.	317	6
Assoc. Prof.	495	5
Professor	487	16
Administrator	48	128
Researcher	0	17

	TECHNICAL SCHOOLS 9-10 Mo. Contract	11-12 Mo. Contract
Instructor	125	62
Ass't Prof.	186	30
Assoc. Prof.	169	19
Professor	134	8
Administrator	21	74
Researcher	0	0

SALARIES OF ENGINEERS IN EDUCATION, 1980

MEDIAN SALARY BY RANK, TYPE OF INSTITUTION, AND MONTHS ON CONTRACT

	Engineering School PhD Program 9-10 Mo.	Engineering School Non-PhD Program 9-10 Mo.	Technical School 9-10 Mo.
Instructor	$16,150	$16,450	$16,800
Ass't Prof.	19,000	18,900	18,400
Assoc. Prof.	23,850	22,150	21,550
Professor	30,600	28,150	24,700
Administrator	36,700	27,650	25,150
Researcher	24,500	NA	NA
	11-12 Mo.	**11-12 Mo.**	**11-12 Mo.**
Instructor	$22,000	NA	$18,900
Ass't Prof.	26,300	23,000	20,000
Assoc. Prof.	31,300	25,750	23,100
Professor	39,300	34,000	21,000
Administrator	39,850	35,000	26,450
Researcher	21,450	24,500	NA

Note: These figures are medians of all salaries reported in the 1980 EMC Salary Survey. In some cases the data above are based on a very small number of salaries reported. See the next page for a similar table of mean (average) salaries.

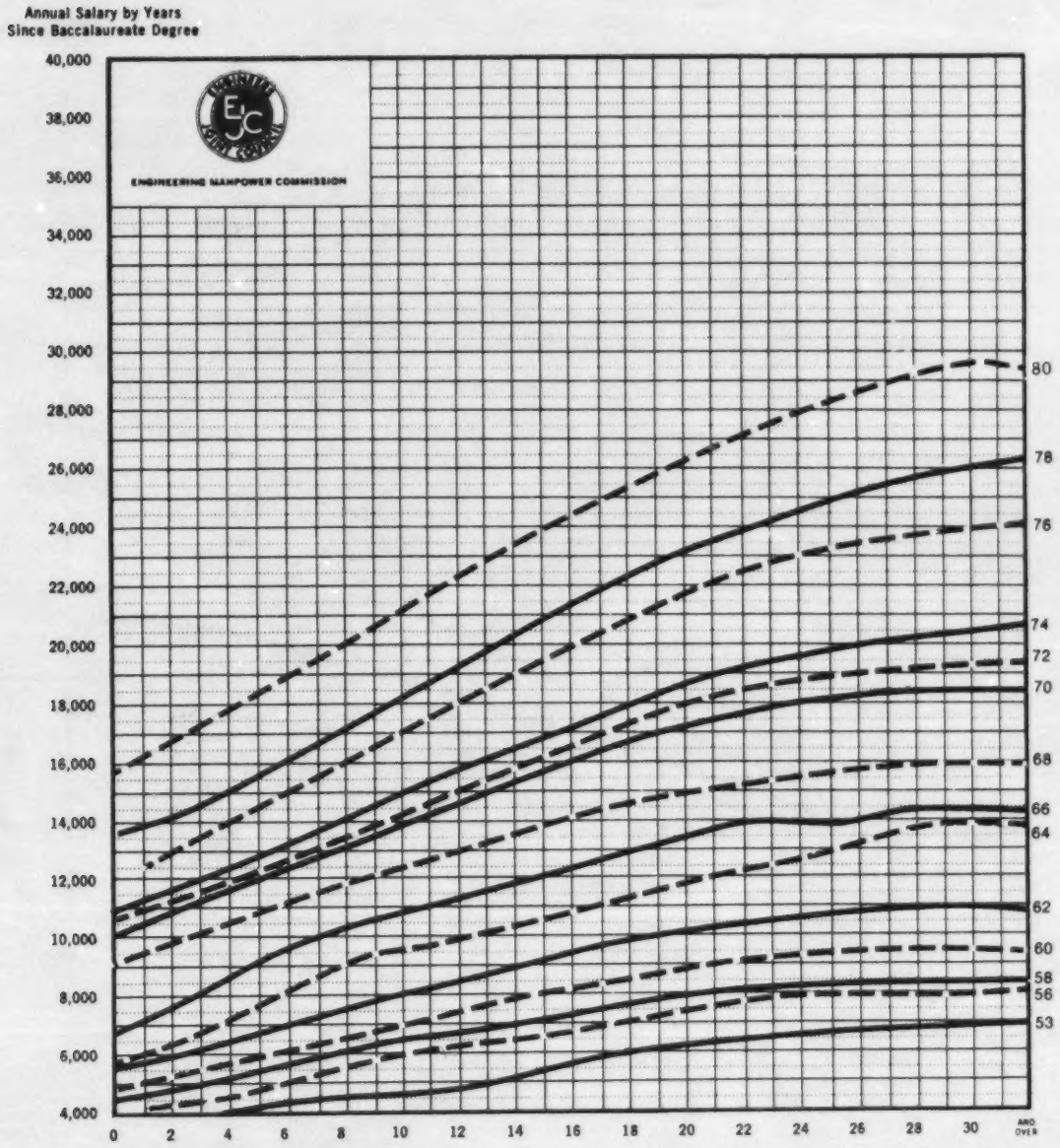
SALARIES OF ENGINEERS IN EDUCATION, 1980

MEAN SALARY BY RANK, TYPE OF INSTITUTION AND MONTHS ON CONTRACT

	Engineering School PhD Program 9-10 Mo.	Engineering School Non-PhD Program 9-10 Mo.	Technical School 9-10 Mo.
Instructor	$17,200	$17,050	$17,400
Ass't Prof.	20,100	18,850	18,450
Assoc. Prof.	24,050	22,200	21,650
Professor	31,450	28,000	24,950
Administrator	36,900	28,000	25,900
Researcher	23,700	NA	NA
	11-12 Mo.	**11-12 Mo.**	**11-12 Mo.**
Instructor	$22,300	NA	$19,050
Ass't Prof.	26,400	23,600	19,950
Assoc. Prof.	31,300	25,600	23,600
Professor	39,650	34,500	21,250
Administrator	39,600	34,600	27,300
Researcher	22,750	25,350	NA

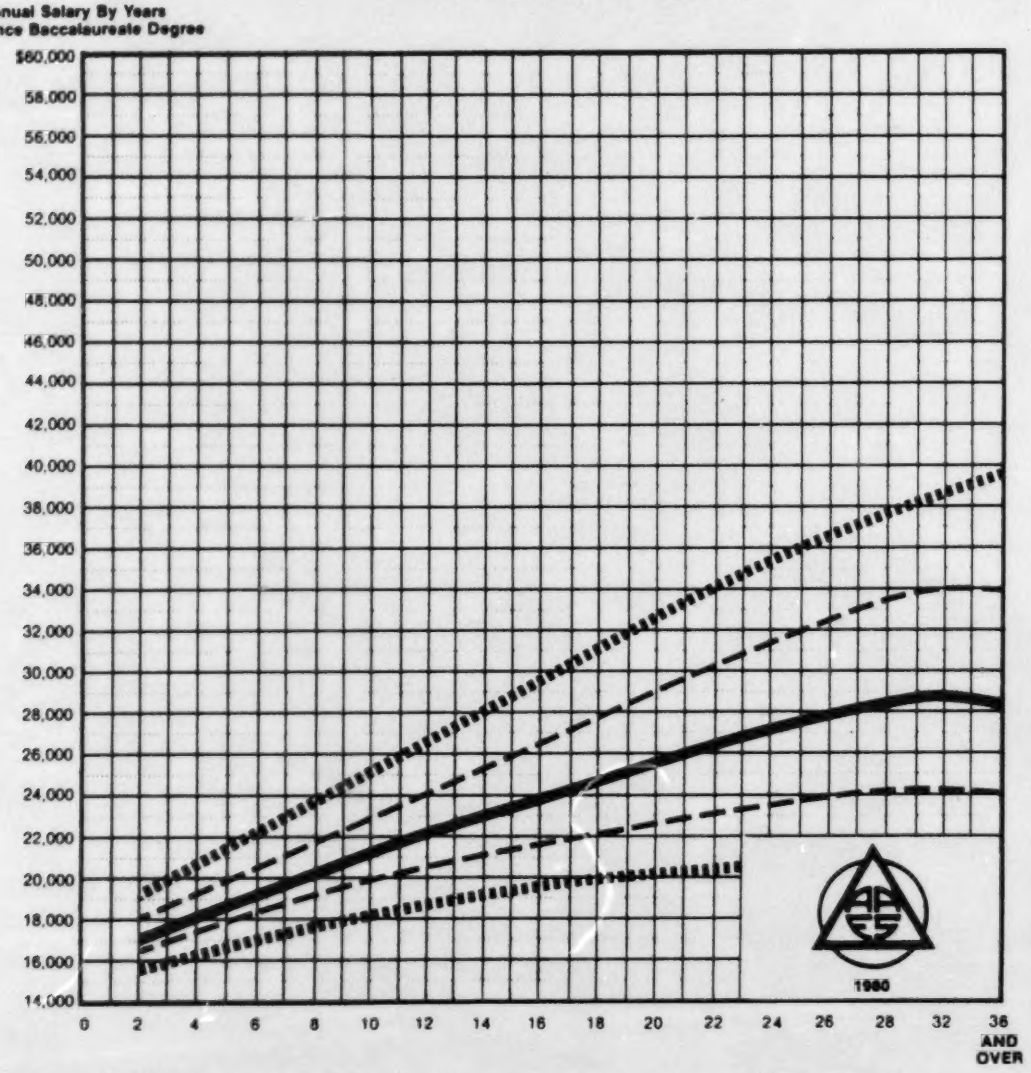
Note: These figures are means (averages) of all salaries reported in the 1980 EMC Salary Survey, rather than medians as usually shown. In some cases the data above are based on a very small number of salaries reported. See the preceding page for a similar table of median salaries.

EDUCATIONAL INSTITUTION MEDIANS



Note: These are overall medians taken from the EMC engineers' salary surveys for each year without regard to rank or months on contract. The 1953-1968 data were obtained from individual faculty members via postcard surveys, while data for other years were obtained from the schools. All curves prior to 1968 are based on raw data, whereas later curves have been smoothed as described in the introduction. Despite these and other variations in survey methodology and participation over the years, the curves give a rough but useful indication of trends during the period covered.

ALL FACULTY, 9-MO. CONTRACT
ALL EDUCATIONAL INSTITUTIONS



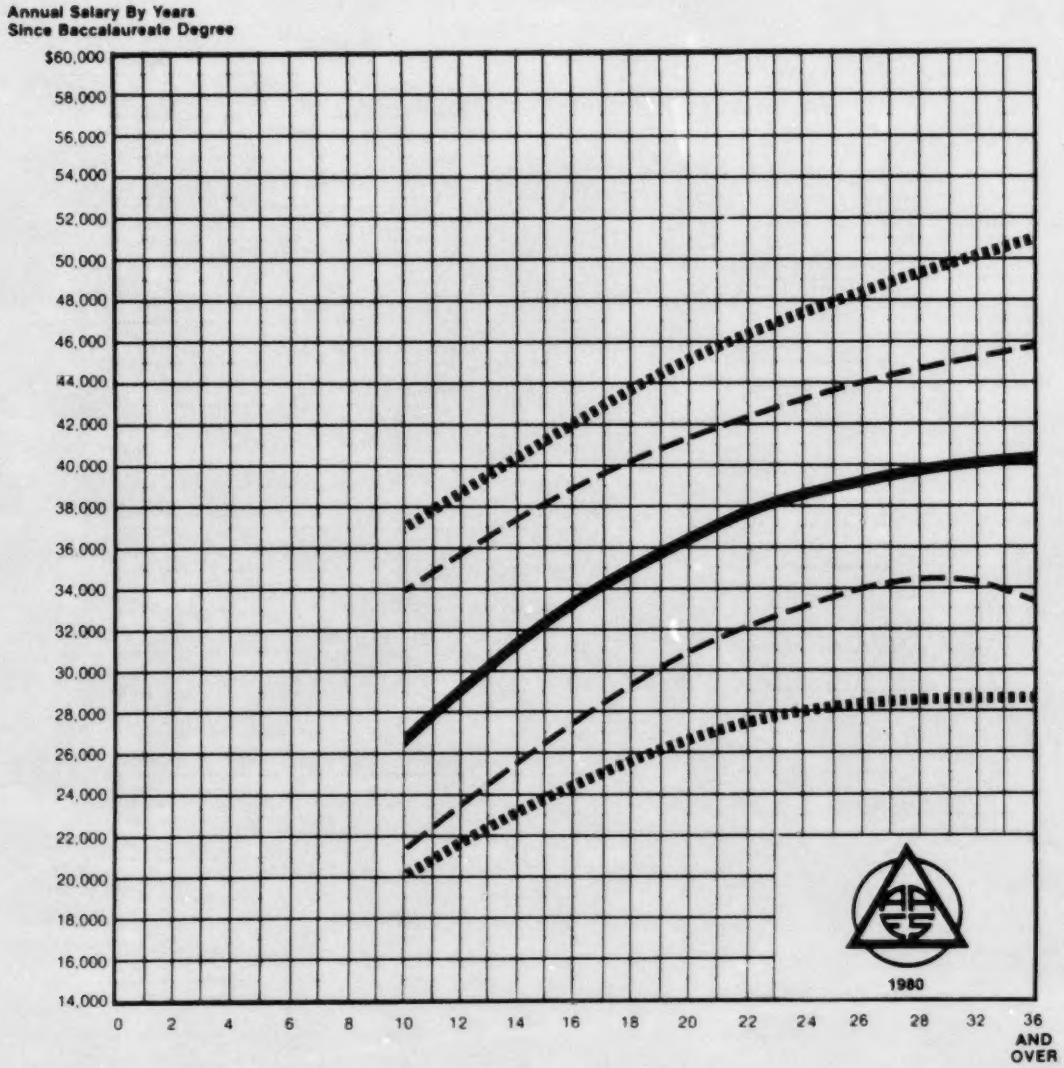
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	19100	19750	20400	21100	21800	22550	23300
UPPER QUARTILE	0	0	18100	18650	19200	19750	20350	20900	21500
MEDIAN	0	0	17300	17750	18200	18650	19100	19550	20000
LOWER QUARTILE	0	0	16750	17100	17400	17750	18100	18450	18800
LOWER DECILE	0	0	15550	15900	16200	16550	16850	17150	17450
MEAN	0	0	17300	17750	18250	18750	19250	19750	20250
TOTAL NUMBER	3	4	10	30	53	94	116	138	188
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	1	0	0	0	1	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	24850	27200	29600	31950	34150	36050	37550	38900	39250
UPPER QUARTILE	22750	24650	26600	28500	30350	31900	33200	34200	33900
MEDIAN	20950	22400	23800	25100	26300	27300	28100	28700	28300
LOWER QUARTILE	19500	20500	21450	22300	23050	23650	24050	24300	23850
LOWER DECILE	18050	18800	19450	20000	20350	20600	20650	20600	20100
MEAN	21250	22800	24300	25700	26950	28000	28800	29400	29200
TOTAL NUMBER	684	837	931	977	948	779	743	878	1137
OVER $51000	0	0	0	0	0	2	2	0	6
UNDER $14000	3	1	0	0	1	1	2	1	2

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ADMINISTRATORS, 12-MO. CONTRACT
ALL SCHOOLS



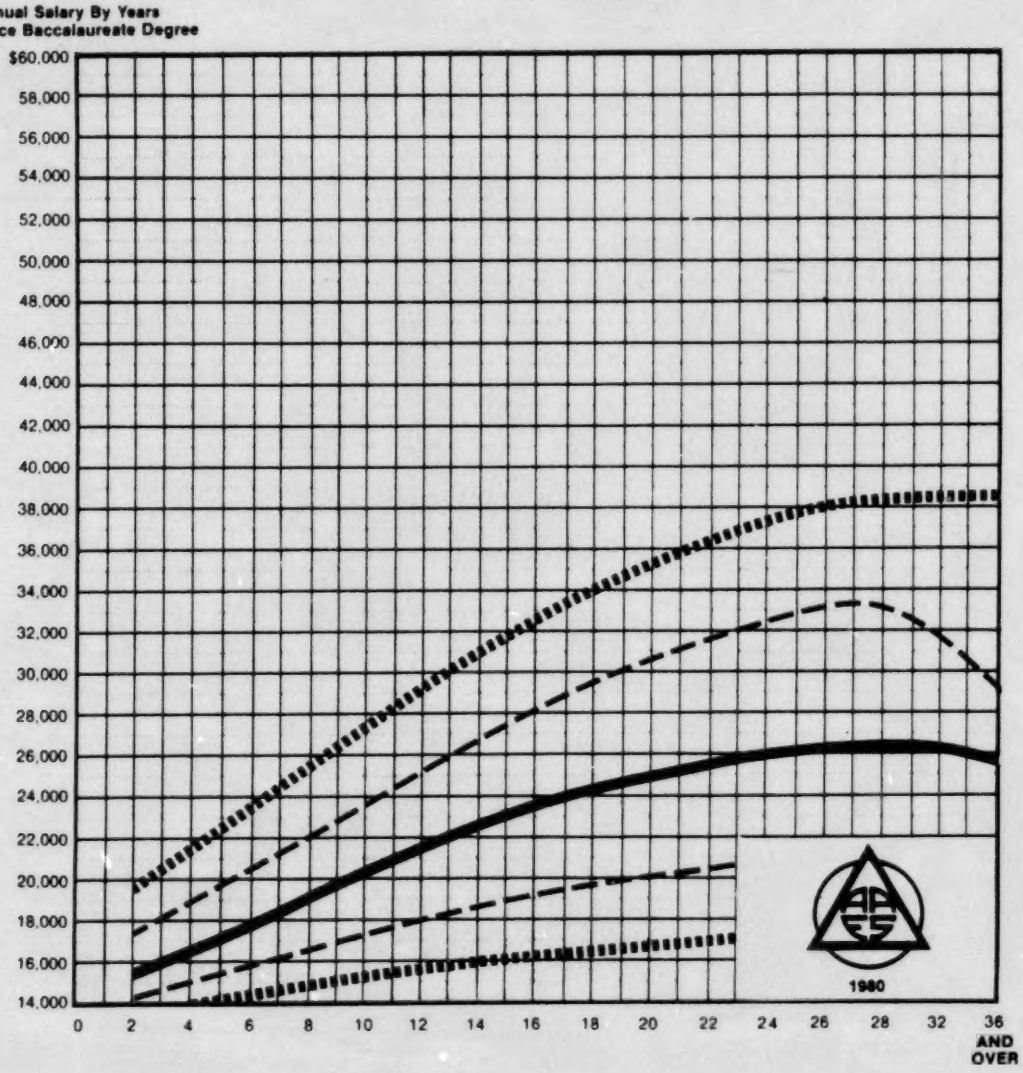
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	1
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36600	39650	42300	44600	46450	47900	49000	50000	50750
UPPER QUARTILE	33650	36400	38800	40800	42400	43600	44550	45350	45950
MEDIAN	26150	30200	33550	36000	37750	38900	39600	40050	40250
LOWER QUARTILE	21550	24450	27300	29900	32000	33500	34300	34500	33400
LOWER DECILE	20500	22800	24750	26300	27400	28100	28500	28700	28750
MEAN	27850	30750	33300	35500	37200	38400	39100	39550	39550
TOTAL NUMBER	12	23	60	99	99	95	96	117	116
OVER $51000	0	0	0	1	1	6	0	15	11
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

RESEARCHERS, 12-MO. CONTRACT
ALL SCHOOLS



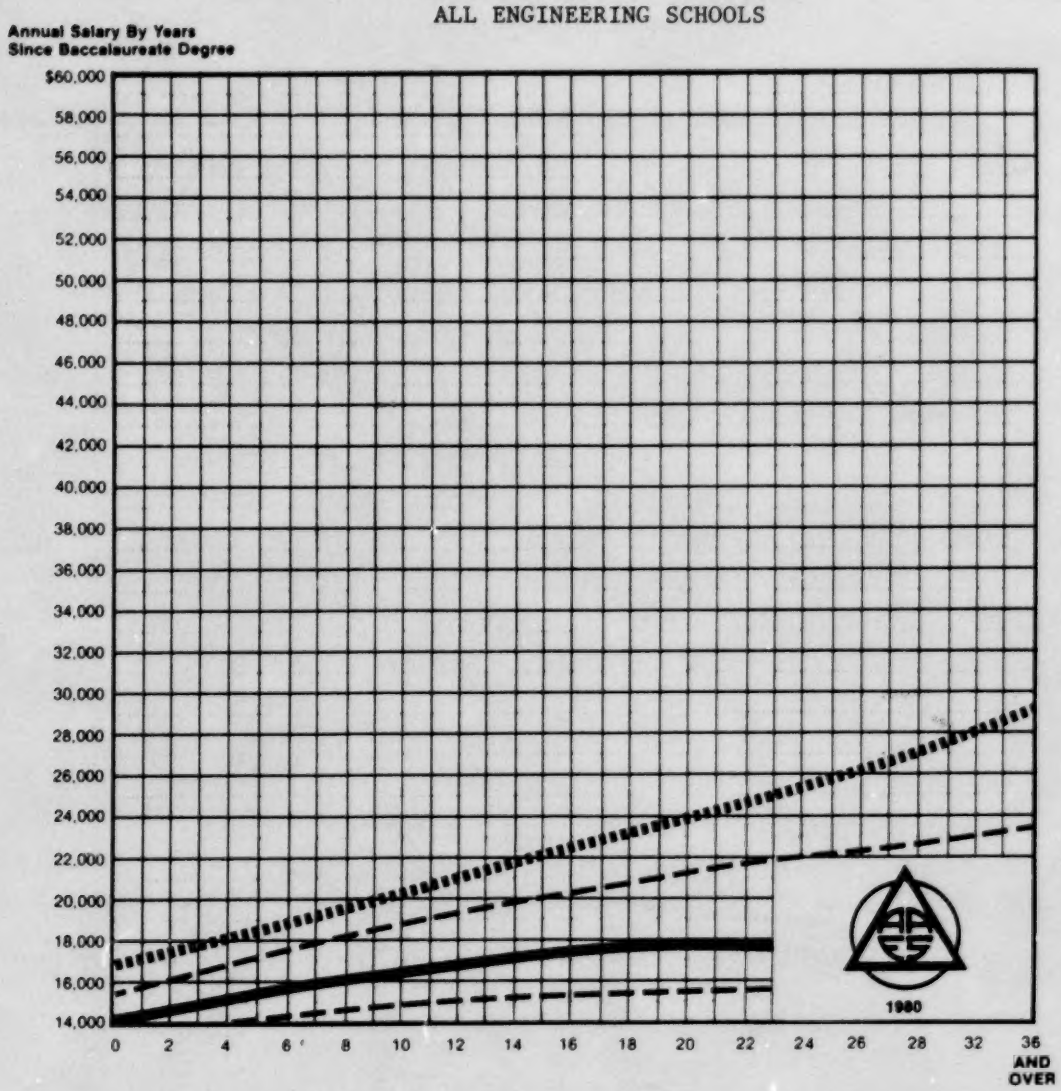
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	19850	20700	21600	22550	23450	24400	25350
UPPER QUARTILE	0	0	17800	18450	19100	19800	20500	21250	21950
MEDIAN	0	0	15600	16200	16750	17350	17950	18550	19150
LOWER QUARTILE	0	0	14350	14700	15000	15350	15700	16050	16400
LOWER DECILE	0	0	13650	13850	14000	14200	14400	14550	14750
MEAN	0	0	16300	16850	17400	17950	18550	19150	19700
TOTAL NUMBER	0	0	18	14	23	21	24	19	25
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	2	7	5	3	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	27300	30100	32700	34900	36650	37850	38550	38800	38300
UPPER QUARTILE	23500	25800	28050	30100	31700	32800	33150	32450	28650
MEDIAN	20350	22000	23450	24650	25500	26050	26250	26200	25550
LOWER QUARTILE	17100	18150	19100	19900	20600	21150	21450	21450	20500
LOWER DECILE	15100	15550	16000	16350	16700	16900	17050	17100	16800
MEAN	20850	22550	24100	25400	26350	27000	27300	27200	26150
TOTAL NUMBER	56	61	49	42	35	23	21	31	47
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	8	4	2	2	1	1	0	1	1

INSTRUCTORS, 9-MO. CONTRACT
ALL ENGINEERING SCHOOLS



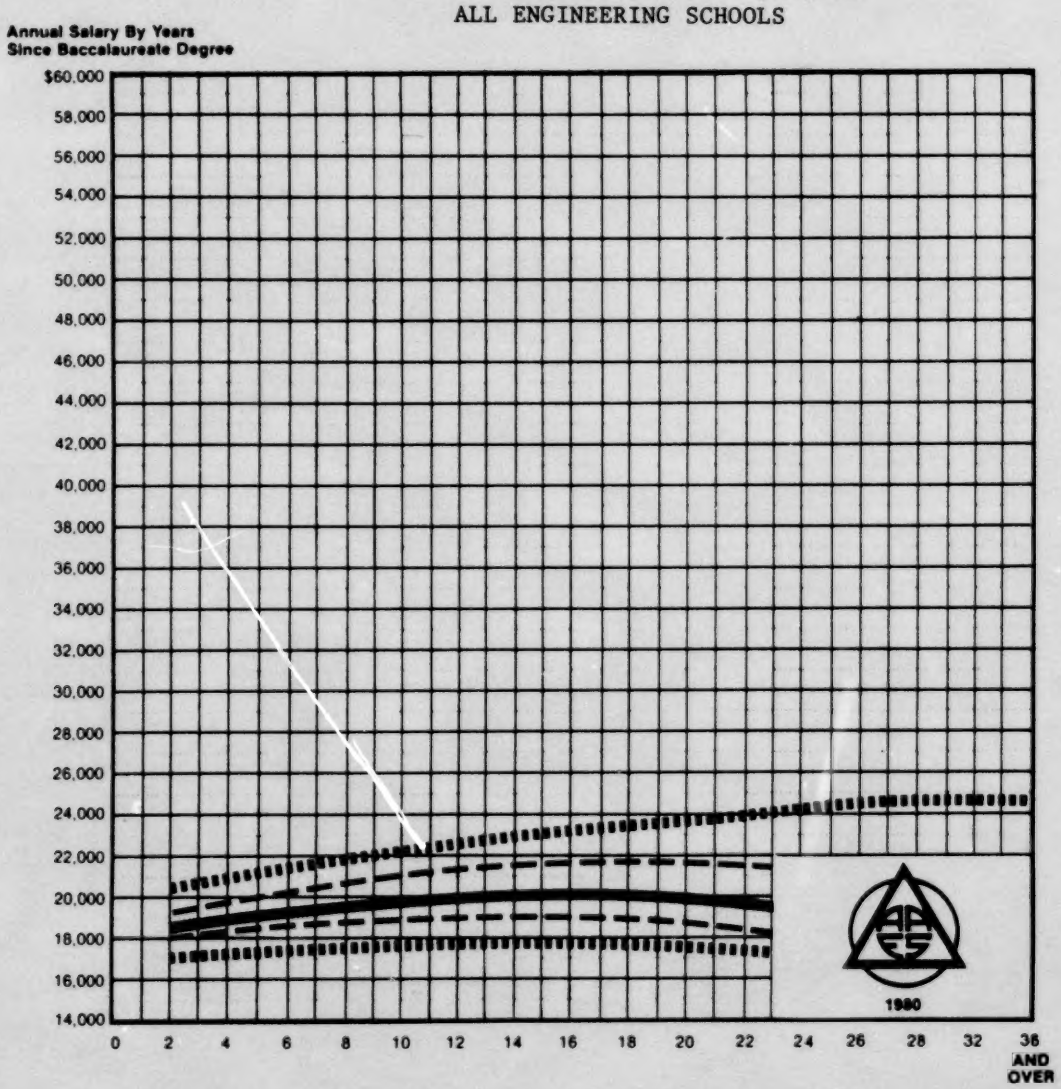
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	16900	17200	17500	17800	18150	18450	18800	19150	19500
UPPER QUARTILE	15400	15750	16100	16450	16750	17100	17400	17750	18050
MEDIAN	14450	14650	14900	15100	15300	15500	15700	15900	16100
LOWER QUARTILE	13400	13600	13750	13950	14100	14250	14400	14550	14650
LOWER DECILE	13700	13700	13750	13750	13750	13750	13750	13750	13750
MEAN	14800	15000	15250	15450	15650	15850	16050	16250	16450
TOTAL NUMBER	6	9	19	14	15	18	15	14	22
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	2	3	8	4	5	5	4	4	5

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	20150	21250	22300	23350	24450	25450	26450	27650	29250
UPPER QUARTILE	18650	19500	20300	20950	21550	22100	22500	22950	23400
MEDIAN	16450	16900	17300	17600	17900	18100	18250	18450	18600
LOWER QUARTILE	14900	15150	15400	15550	15650	15750	15800	15900	15900
LOWER DECILE	13800	13850	13900	13950	14050	14150	14250	14400	14800
MEAN	16850	17400	17900	18350	18750	19100	19400	19750	20100
TOTAL NUMBER	42	24	17	12	10	9	8	13	24
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	2	5	3	2	1	3	1	0	1

ASS'T PROFESSORS, 9-MO. CONTRACT
ALL ENGINEERING SCHOOLS

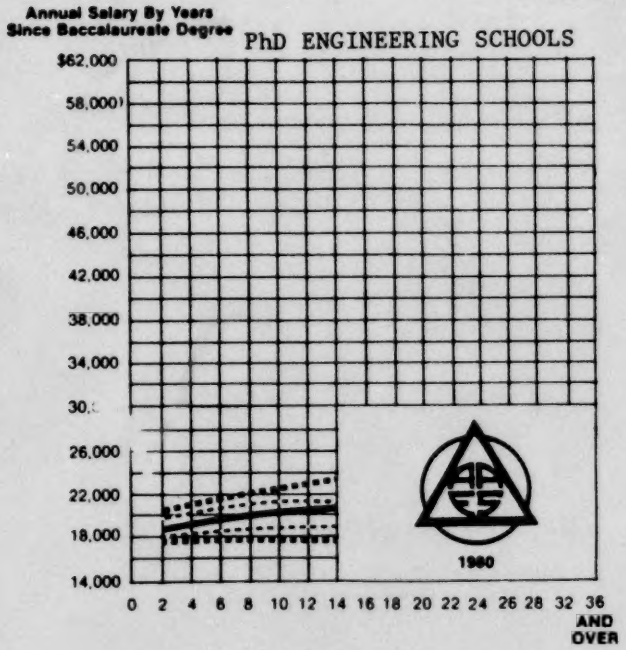


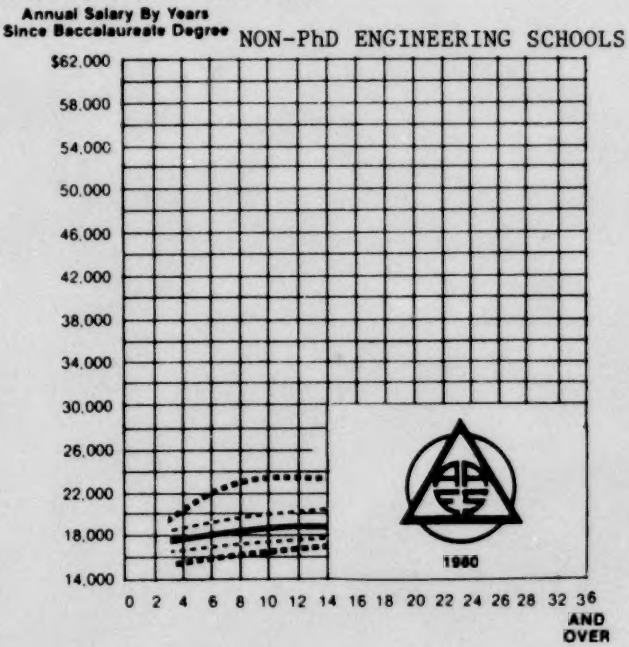
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	20800	21000	21200	21350	21500	21700	21850
UPPER QUARTILE	0	0	19750	19950	20150	20350	20500	20650	20800
MEDIAN	0	0	18750	19000	19150	19350	19500	19650	19750
LOWER QUARTILE	0	0	18000	18150	18300	18400	18500	18600	18650
LOWER DECILE	0	0	17000	17100	17200	17300	17350	17400	17450
MEAN	0	0	18500	19050	19200	19350	19500	19600	19700
TOTAL NUMBER	2	3	7	24	46	88	108	124	156
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	22200	22650	23050	23450	23800	24100	24350	24550	24700
UPPER QUARTILE	21050	21300	21500	21550	21550	21450	21350	21150	20800
MEDIAN	19950	20050	20100	20000	19800	19600	19350	19050	18650
LOWER QUARTILE	18750	18800	18750	18600	18350	18100	17800	17450	16900
LOWER DECILE	17500	17550	17500	17450	17300	17100	16850	16500	15900
MEAN	19900	20100	20200	20250	20200	20150	20050	19850	19600
TOTAL NUMBER	483	298	140	68	65	51	45	51	59
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	3	1	0	0	1	0	0	1	1

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile





PHD ENG SCH ASST PROF 9 MOS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	20800	21000	21200	21400	21600	21800	22000
UPPER QUARTILE	0	0	19800	20000	20200	20400	20550	20750	20900
MEDIAN	0	0	18800	19050	19250	19450	19650	19800	19900
LOWER QUARTILE	0	0	18150	18350	18500	18650	18750	18850	18950
LOWER DECILE	0	0	17550	17650	17700	17750	17800	17800	17850
MEAN	0	0	19050	19200	19350	19500	19650	19800	19900
TOTAL NUMBER	1	3	6	19	41	80	98	109	132
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	22350	22900	23400	23900	24350	24750	25150	25600	26200
UPPER QUARTILE	21200	21500	21750	21850	21900	21900	21800	21650	21350
MEDIAN	20100	20300	20300	20200	20000	19750	19450	19100	18600
LOWER QUARTILE	19050	19050	18950	18750	18500	18200	17900	17550	17100
LOWER DECILE	17850	17800	17700	17500	17300	17050	16800	16500	16000
MEAN	20100	20300	20450	20500	20500	20450	20400	20250	20050
TOTAL NUMBER	416	245	108	48	50	36	29	43	37
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	2	1	0	0	0	0	0	1	0

NON PHD ENG SCH ASST PROF 9MOS

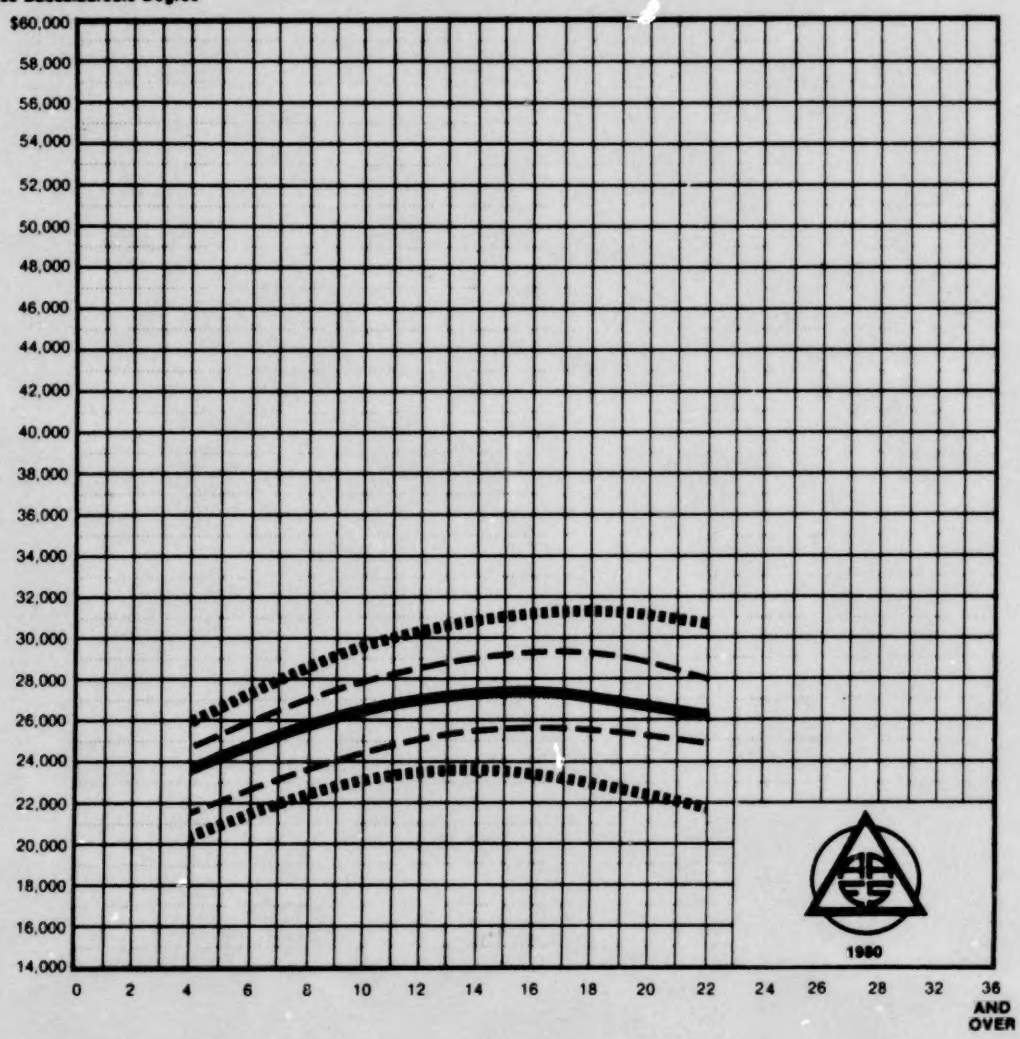
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	19150	20350	21000	21250	21350	21350
UPPER QUARTILE	0	0	0	18550	18800	19050	19300	19500	19650
MEDIAN	0	0	0	17500	17800	18050	18300	18500	18700
LOWER QUARTILE	0	0	0	16500	16700	16850	17050	17200	17350
LOWER DECILE	0	0	0	15250	15450	15650	15800	16000	16150
MEAN	0	0	0	17750	17900	18100	18250	18400	18550
TOTAL NUMBER	1	0	1	5	5	8	10	15	24
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile ••••••
Upper Quartile - - - - -
Median ——————
Lower Quartile - - - - -
Lower Decile •••••••

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	21300	21200	21150	21150	21150	21150	21150	21150	21150
UPPER QUARTILE	19950	20200	20350	20400	20400	20400	20350	20300	20250
MEDIAN	18950	19200	19300	19300	19250	19150	19050	18900	18800
LOWER QUARTILE	17600	17950	18150	18250	18300	18200	18000	17600	16700
LOWER DECILE	16450	16850	17100	17250	17250	17150	16900	16450	15200
MEAN	18800	19050	19250	19300	19300	19250	19150	18950	18600
TOTAL NUMBER	67	53	32	20	15	15	16	8	22
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	1	0	0	0	1	0	0	0	1

ASS'T PROFESSOR, 12-MO. CONTRACT
ALL ENGINEERING SCHOOLS



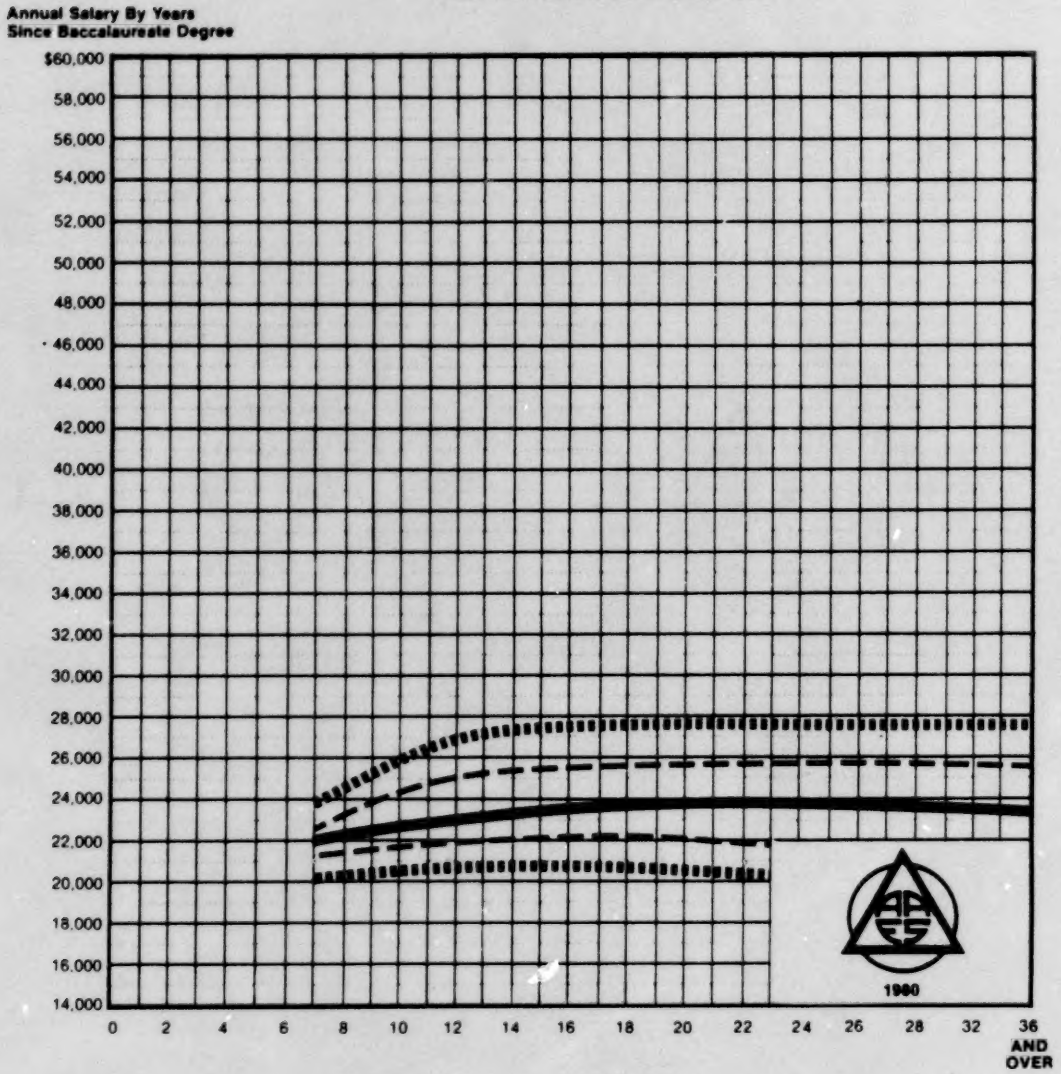
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	25850	26550	27300	27950	28600
UPPER QUARTILE	0	0	0	0	24750	25400	26000	26600	27150
MEDIAN	0	0	0	0	23850	24400	24900	25350	25800
LOWER QUARTILE	0	0	0	0	21850	22400	22850	23350	23750
LOWER DECILE	0	0	0	0	20250	21000	21700	22350	22850
MEAN	0	0	0	0	23500	24100	24700	25200	25700
TOTAL NUMBER	0	0	1	3	5	8	9	19	18
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	29700	30900	31350	31050	30000	0	26250	0	0
UPPER QUARTILE	28050	29000	29300	28900	27950	0	24800	0	0
MEDIAN	26450	27050	27150	26750	26000	0	23700	0	0
LOWER QUARTILE	24550	25350	25700	25550	24950	0	22500	0	0
LOWER DECILE	23500	23800	23400	22600	21650	0	19950	0	0
MEAN	26500	27300	27500	27150	26250	0	23600	0	0
TOTAL NUMBER	50	40	27	7	7	4	5	3	0
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

ASSOC. PROFESSORS, 9-MO. CONTRACT
ALL ENGINEERING SCHOOLS



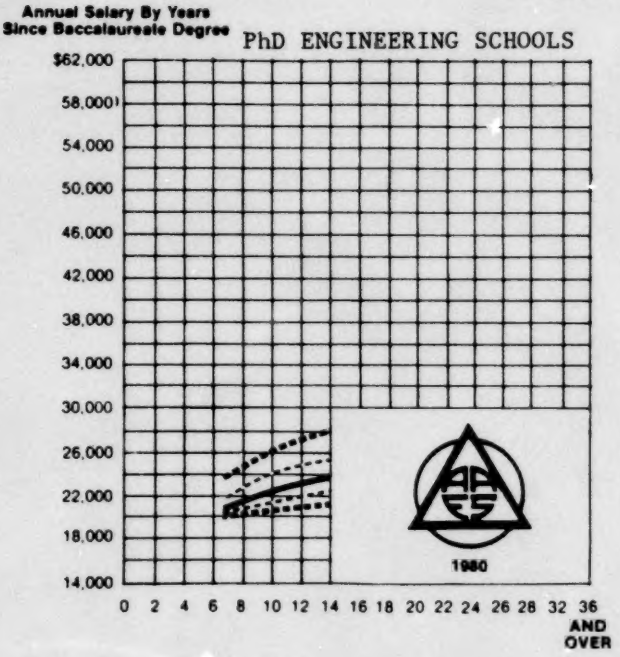
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	23450	24650
UPPER QUARTILE	0	0	0	0	0	0	0	22300	23450
MEDIAN	0	0	0	0	0	0	0	22250	22500
LOWER QUARTILE	0	0	0	0	0	0	0	21150	21300
LOWER DECILE	0	0	0	0	0	0	0	20200	20300
MEAN	0	0	0	0	0	0	0	22600	22800
TOTAL NUMBER	0	0	0	1	2	3	3	6	15
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

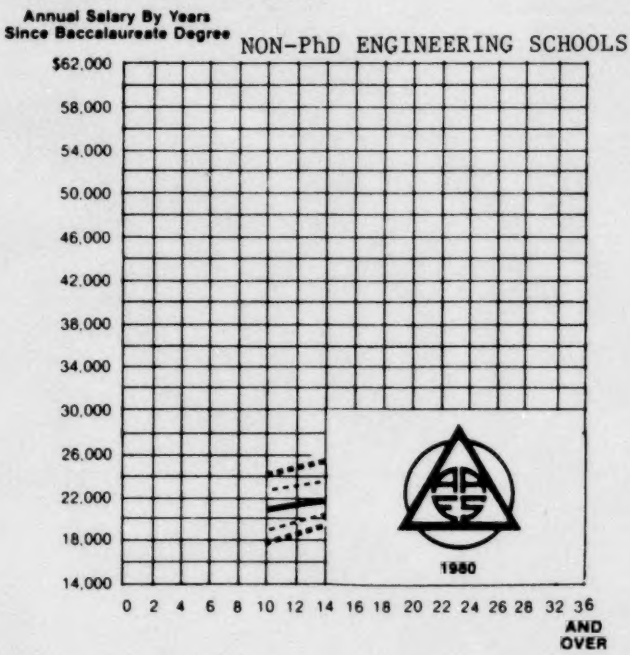
LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	26100	27100	27450	27550	27600	27600	27600	27600	27600
UPPER QUARTILE	24700	25250	25400	25450	25450	25450	25450	25450	25450
MEDIAN	22900	23350	23650	23750	23800	23700	23600	23400	23100
LOWER QUARTILE	21600	21900	22100	22100	22050	21900	21700	21300	20650
LOWER DECILE	20450	20600	20600	20500	20350	20100	19850	19450	18850
MEAN	23150	23600	23850	23950	23950	23900	23750	23550	23200
TOTAL NUMBER	149	396	468	388	291	208	173	203	248
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	1	0	0	1

ASSOC. PROFESSORS, 9-MO. CONTRACT





PHD ENG SCH ASSOC PROF 9 MOS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	23350	24500
UPPER QUARTILE	0	0	0	0	0	0	0	21850	23400
MEDIAN	0	0	0	0	0	0	0	22250	22600
LOWER QUARTILE	0	0	0	0	0	0	0	21250	21450
LOWER DECILE	0	0	0	0	0	0	0	20350	20600
MEAN	0	0	0	0	0	0	0	22450	22800
TOTAL NUMBER	0	0	0	1	2	2	2	6	13
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	26100	27300	27800	28050	28100	28150	28150	28150	28150
UPPER QUARTILE	24950	25650	25800	25800	25800	25850	25850	25850	25850
MEDIAN	23100	23650	24000	24100	24100	24000	23850	23700	23500
LOWER QUARTILE	21850	22250	22500	22550	22500	22300	22000	21550	20800
LOWER DECILE	20950	21200	21250	21050	20750	20400	20000	19500	18950
MEAN	23350	23950	24250	24400	24350	24200	24050	23800	23600
TOTAL NUMBER	127	323	386	315	229	173	139	158	183
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	1

NON PHD ENG SCH ASSOC PROF 9MO

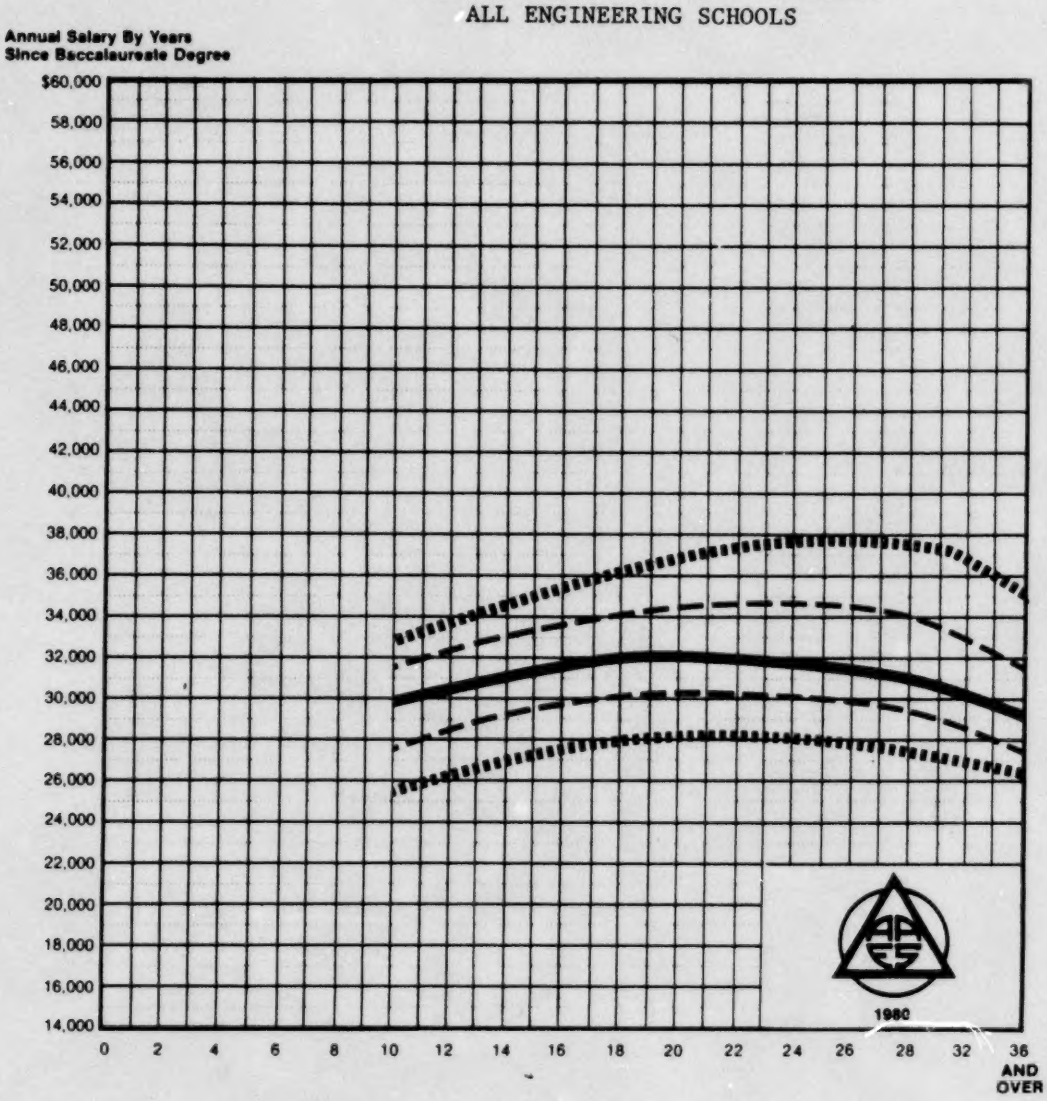
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	1	1	0	2
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	24400	24600	24800	24950	25150	25250	25350	25500	25550
UPPER QUARTILE	23250	23450	23600	23750	23900	24000	24100	24200	24300
MEDIAN	21150	21550	21900	22200	22400	22500	22550	22500	22050
LOWER QUARTILE	19950	20200	20450	20600	20750	20800	20850	20750	20400
LOWER DECILE	18050	18600	19000	19250	19350	19350	19300	19150	18800
MEAN	21450	21750	22000	22250	22400	22500	22550	22500	22200
TOTAL NUMBER	22	73	82	73	62	35	34	45	65
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	1	0	0	0

LEGEND

Upper Decile ******
Upper Quartile - - - - -
Median ———
Lower Quartile - - - - -
Lower Decile ******

ASSOC. PROFESSORS, 12-MO. CONTRACT
ALL ENGINEERING SCHOOLS



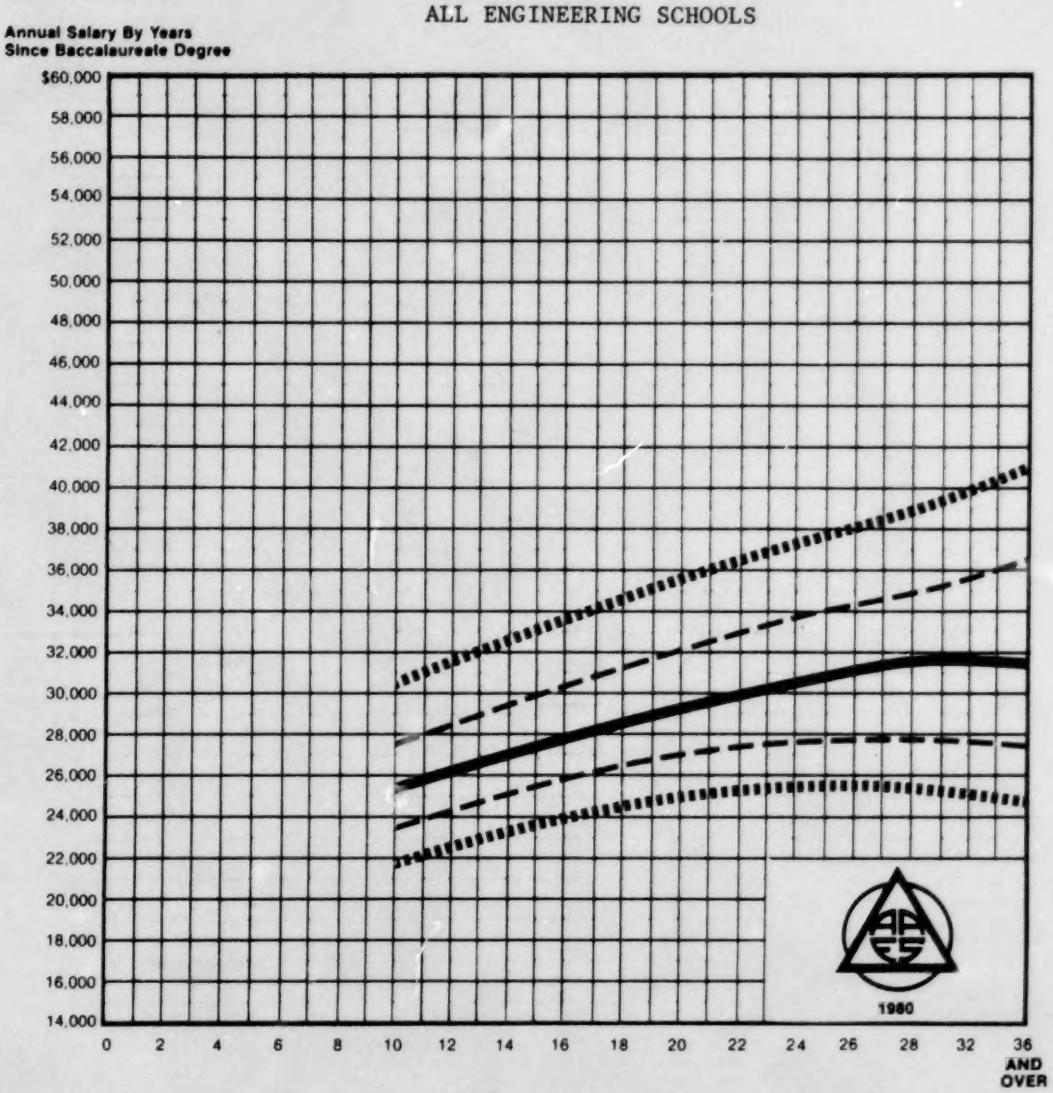
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	2	0	0	0	1
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	32800	34300	35600	36650	37400	37800	37800	37200	34850
UPPER QUARTILE	31750	33000	33900	34400	34600	34450	34000	33150	31250
MEDIAN	29700	30950	31750	32100	32050	31750	31200	30350	28950
LOWER QUARTILE	27700	29000	29800	30200	30150	29850	29350	28550	27350
LOWER DECILE	25350	27050	27950	28250	28150	27800	27350	26850	26350
MEAN	29150	30750	31800	32300	32350	32100	31600	30850	29750
TOTAL NUMBER	14	26	31	29	12	15	11	21	8
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

PROFESSORS, 9-MO. CONTRACT
ALL ENGINEERING SCHOOLS

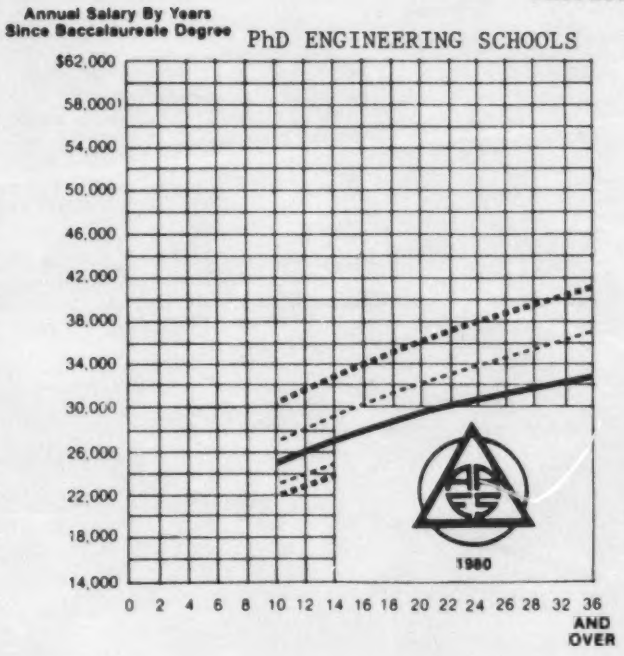


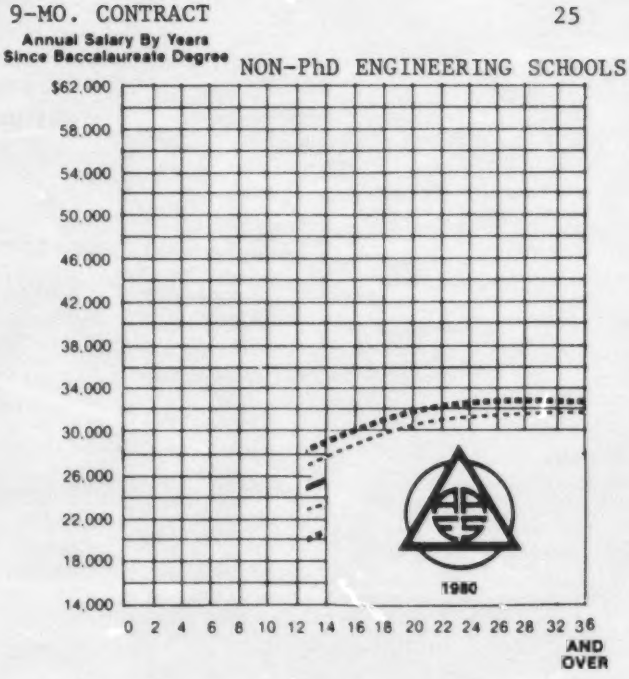
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	1	2	4
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	30400	32100	33700	35200	36600	37800	38850	40050	41300
UPPER QUARTILE	27300	28950	30500	31850	33050	34100	34950	35800	36650
MEDIAN	25200	26500	27750	28950	29950	30800	31400	31900	31550
LOWER QUARTILE	23500	24650	25700	26550	27200	27600	27850	27850	27350
LOWER DECILE	21950	23200	24150	24850	25250	25350	25300	25050	24550
MEAN	24900	26850	28450	29700	30600	31250	31700	32050	32300
TOTAL NUMBER	19	83	278	460	534	472	477	568	791
OVER $51000	0	0	0	0	0	2	2	0	6
UNDER $14000	0	0	0	0	0	0	1	0	0





PHD ENG SCH PROF 9 MOS

YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	1	1	4
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	30700	32450	34100	35650	37050	38300	39400	40600	41900
UPPER QUARTILE	27650	29250	30750	32150	33450	34550	35500	36500	37600
MEDIAN	25450	26750	28000	29150	30200	31100	31800	32350	32200
LOWER QUARTILE	23600	24800	25900	26800	27500	27950	28200	28200	27650
LOWER DECILE	22000	23550	24650	25300	25650	25700	25600	25350	24950
MEAN	25300	27200	28800	30050	31000	31700	32200	32600	32900
TOTAL NUMBER	16	71	247	406	453	422	406	503	672
OVER $51000	0	0	0	0	0	2	2	0	6
UNDER $14000	0	0	0	0	0	0	0	0	0

NON PHD ENG SCH PROF 9MOS

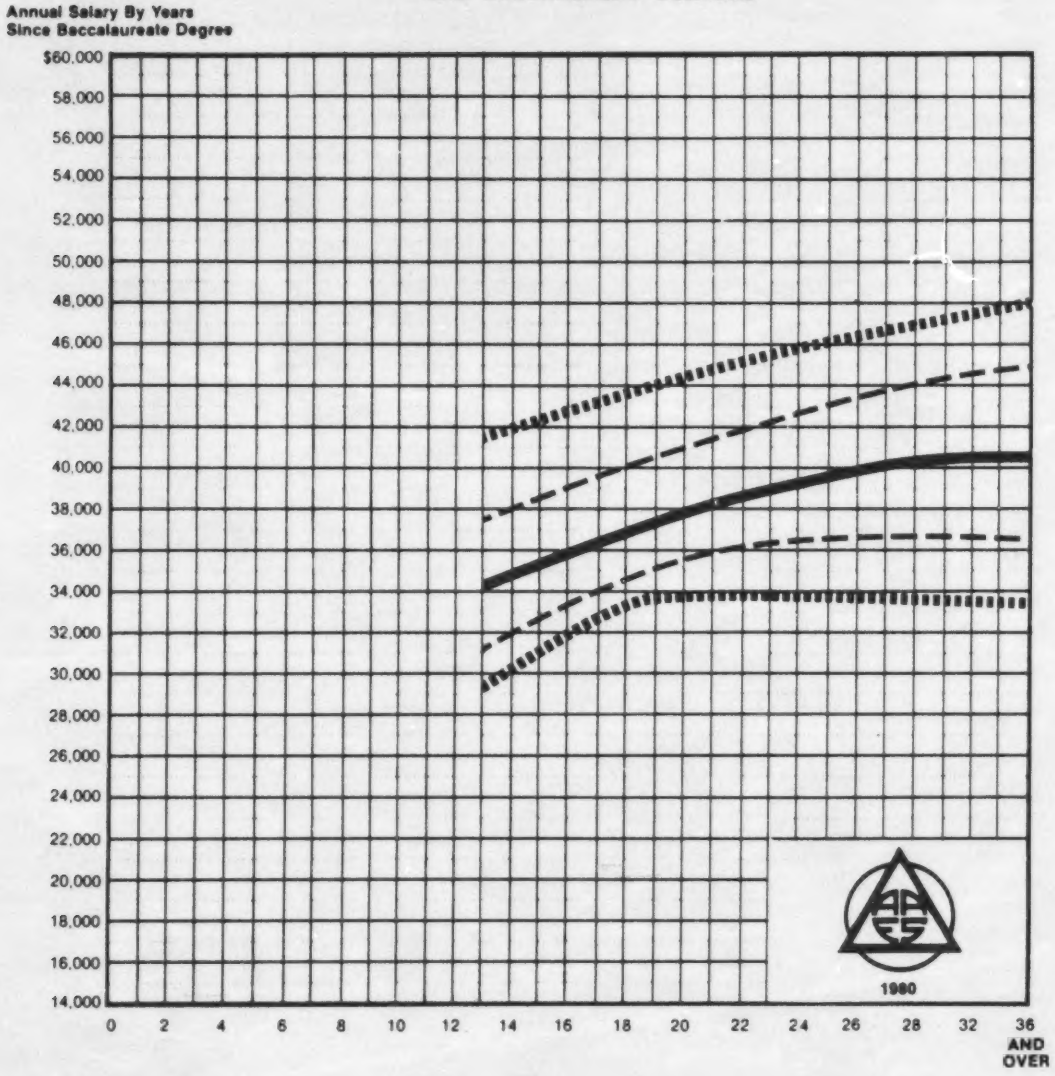
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	1	0
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile ••••••
Upper Quartile - - - - -
Median ———
Lower Quartile - - - - -
Lower Decile •••••••

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	0	28750	30850	31900	32400	32650	32750	32750	32800
UPPER QUARTILE	0	27100	29200	30450	31200	31600	31800	31900	31950
MEDIAN	0	25600	26400	27150	27800	28400	28850	29200	29300
LOWER QUARTILE	0	23400	24050	24600	25050	25450	25700	25850	25650
LOWER DECILE	0	20800	21500	22150	22700	23150	23450	23700	23450
MEAN	0	25750	26450	27100	27650	28150	28500	28800	28750
TOTAL NUMBER	3	12	31	54	81	50	71	65	119
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	1	0	0

PROFESSORS, 12-MO. CONTRACT
ALL ENGINEERING SCHOOLS



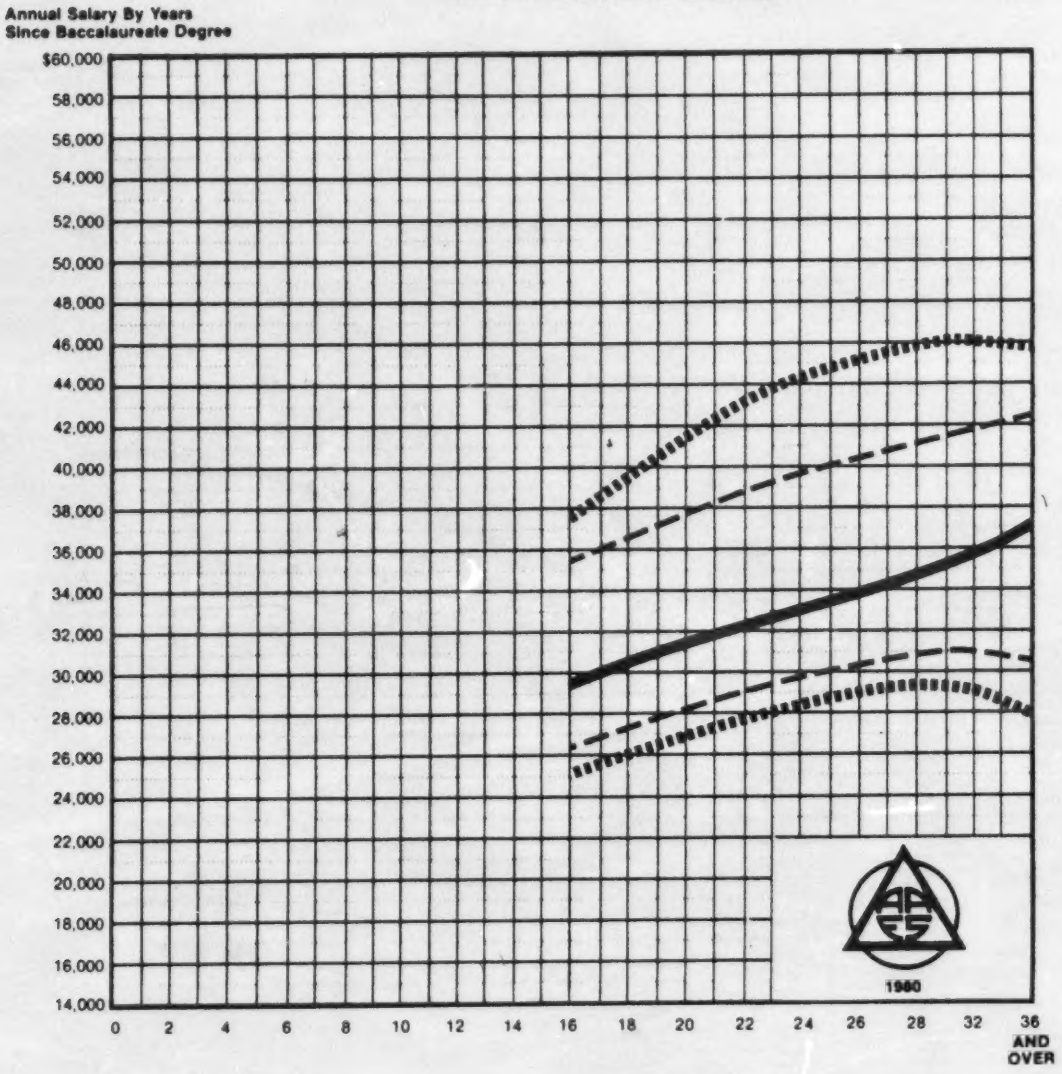
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	0
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	0	41400	42750	43950	45050	46000	46800	47550	48050
UPPER QUARTILE	0	37350	39000	40550	41900	43050	43900	44650	44550
MEDIAN	0	34150	35750	37200	38450	39500	40300	40850	40400
LOWER QUARTILE	0	31000	33950	35350	36000	36250	36350	36400	36400
LOWER DECILE	0	29150	32400	33600	33750	33600	33450	33350	33300
MEAN	0	35100	36550	37800	38850	39650	40250	40600	40350
TOTAL NUMBER	2	12	12	25	35	33	30	48	66
OVER $51000	0	0	0	0	0	1	2	1	2
UNDER $14000	0	0	0	0	0	0	0	0	0

ADMINISTRATORS, 9-MO. CONTRACT
ALL ENGINEERING SCHOOLS



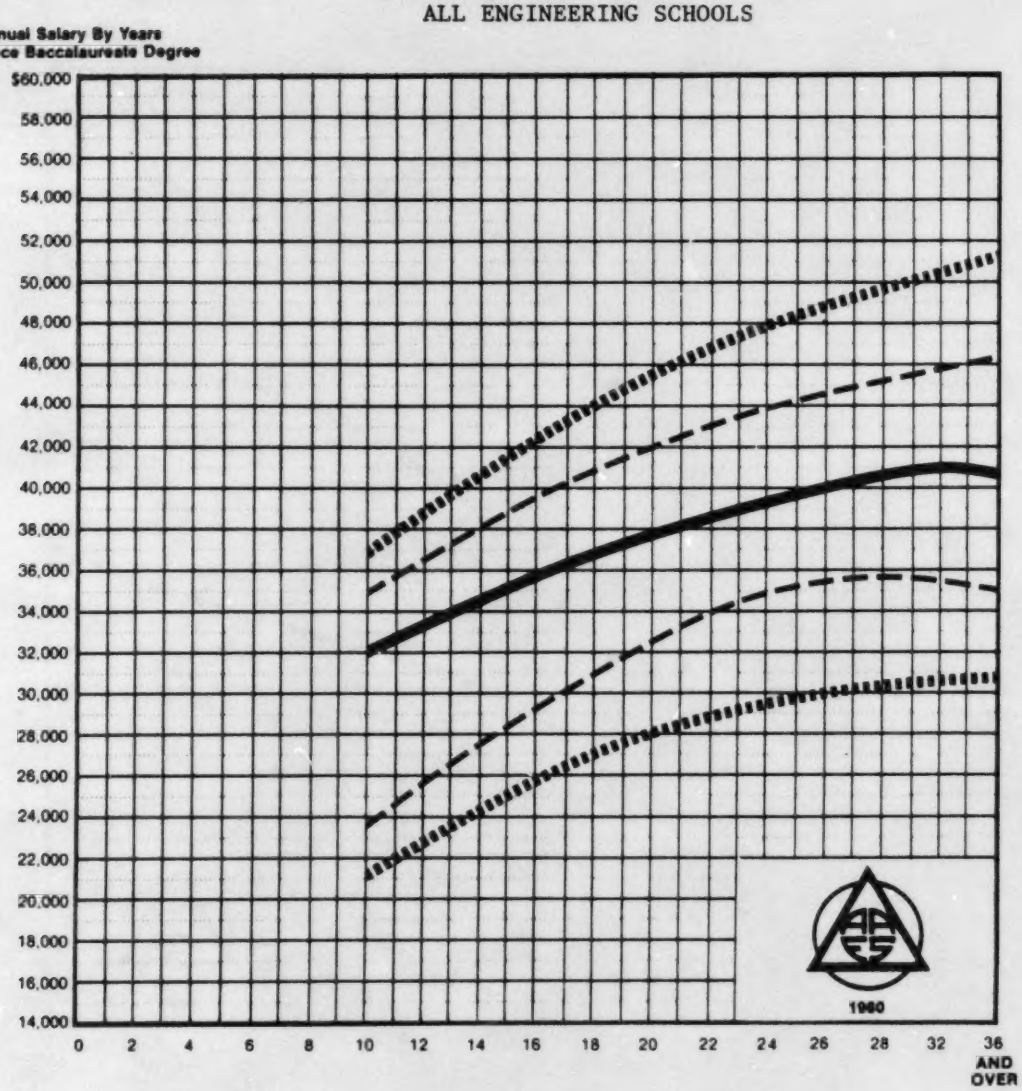
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	0
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	0	0	37550	40650	43100	44800	45800	46200	45700
UPPER QUARTILE	0	0	35550	37450	38950	40100	40950	41700	42200
MEDIAN	0	0	29650	31000	32300	33450	34500	35750	37250
LOWER QUARTILE	0	0	26250	27700	29000	30050	30750	31050	30000
LOWER DECILE	0	0	23000	24500	25750	26650	27150	27150	25650
MEAN	0	0	30850	32650	34000	34950	35550	36000	36250
TOTAL NUMBER	2	1	17	22	30	29	17	24	39
OVER $51000	0	0	0	0	0	1	0	1	1
UNDER $14000	0	0	0	0	0	0	0	0	0

ADMINISTRATORS, 12-MO. CONTRACT
ALL ENGINEERING SCHOOLS



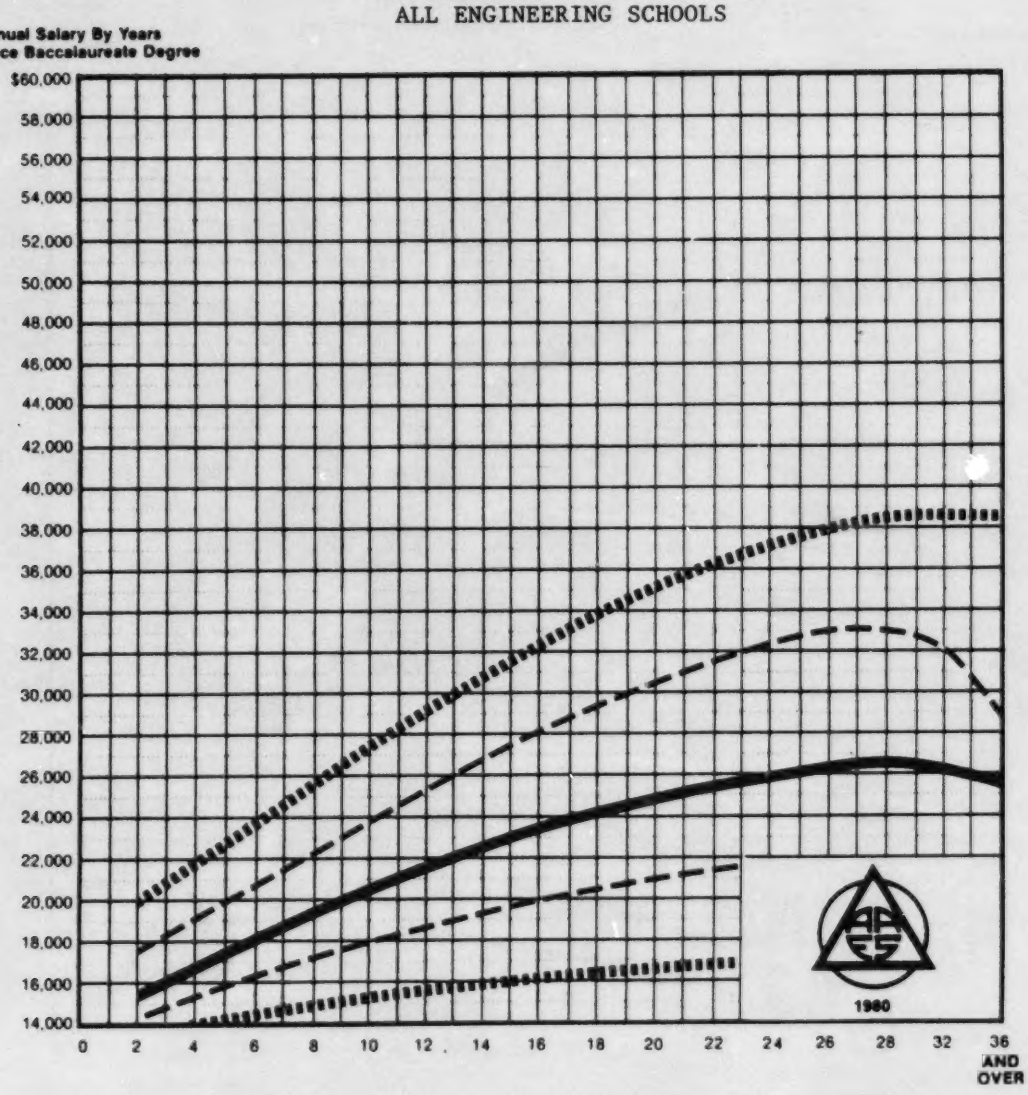
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	1
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	36800	39900	42600	44900	46750	48150	49200	50150	50900
UPPER QUARTILE	34700	37400	39700	41600	43050	44200	45000	45700	46200
MEDIAN	32000	33750	35450	37000	38400	39550	40400	41000	40550
LOWER QUARTILE	23650	26850	29750	32200	34000	35100	35650	35650	34950
LOWER DECILE	20950	23650	25950	27750	29000	29800	30200	30400	30400
MEAN	28600	32050	34800	36850	38300	39300	39900	40350	40600
TOTAL NUMBER	10	15	51	86	90	89	87	109	106
OVER $51000	0	0	0	1	1	6	0	15	11
UNDER $14000	0	0	0	0	0	0	0	0	0

RESEARCHERS, 12-MO. CONTRACT
ALL ENGINEERING SCHOOLS



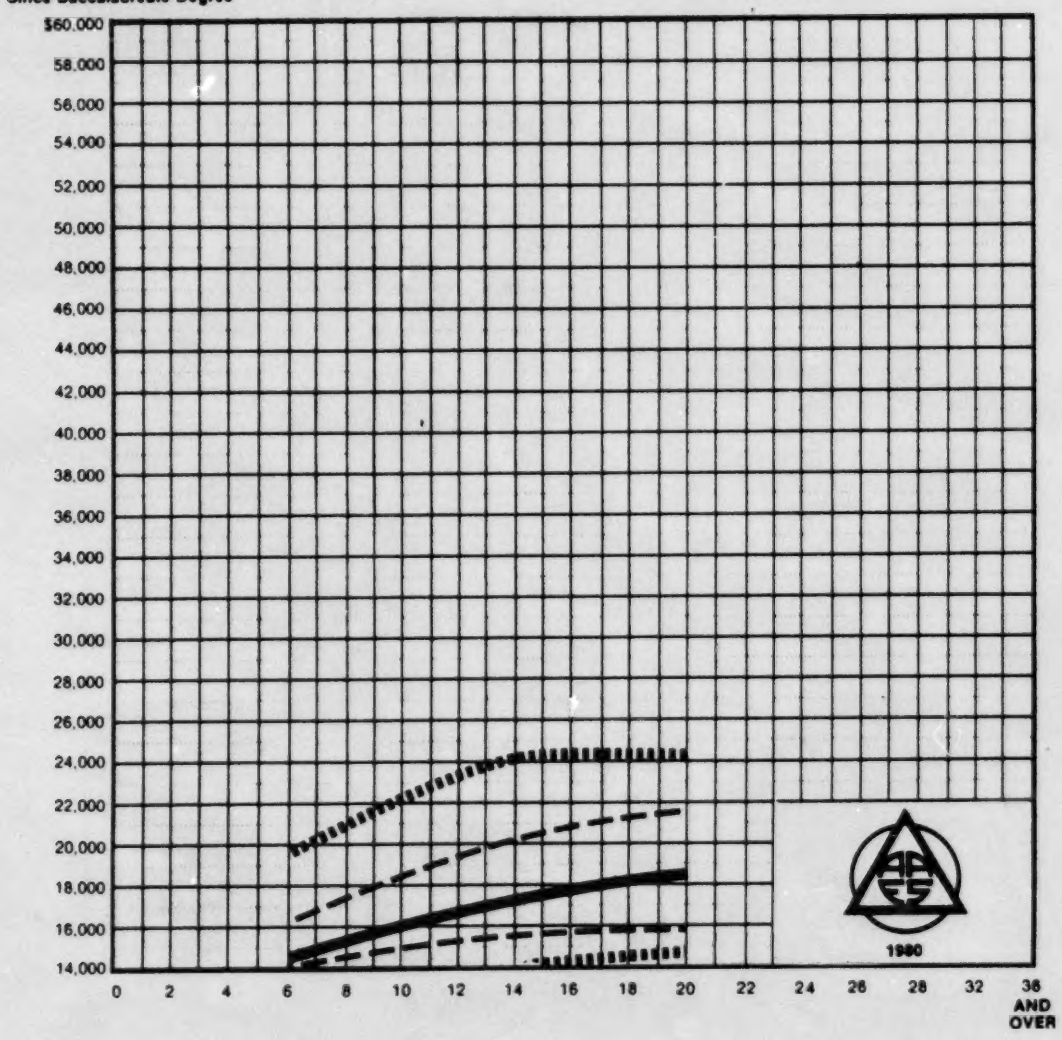
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	20000	20900	21750	22650	23550	24500	25400
UPPER QUARTILE	0	0	17900	18550	19200	19900	20600	21300	22050
MEDIAN	0	0	15650	16250	16800	17400	18000	18600	19150
LOWER QUARTILE	0	0	14250	14650	15000	15400	15750	16150	16500
LOWER DECILE	0	0	13700	13900	14050	14200	14400	14550	14700
MEAN	0	0	16350	16900	17450	18000	18600	19150	19700
TOTAL NUMBER	0	0	18	14	22	20	24	18	25
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	2	7	4	3	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	27300	30000	32550	34700	36450	37700	38450	38850	38550
UPPER QUARTILE	23500	25800	28000	30050	31650	32750	33150	32500	28850
MEDIAN	20350	22000	23500	24800	25700	26300	26550	26450	25600
LOWER QUARTILE	17250	18300	19300	20150	20850	21350	21600	21600	20700
LOWER DECILE	15050	15550	16000	16450	16850	17200	17500	17800	18100
MEAN	20850	22500	24000	25300	26350	27050	27400	27400	26500
TOTAL NUMBER	56	60	48	41	34	21	21	30	45
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	8	4	1	2	1	0	0	0	1

LEGEND

- Upper Decile
- Upper Quartile
- Median
- Lower Quartile
- Lower Decile

INSTRUCTORS, 9-MO. CONTRACT
TECHNICAL SCHOOLS



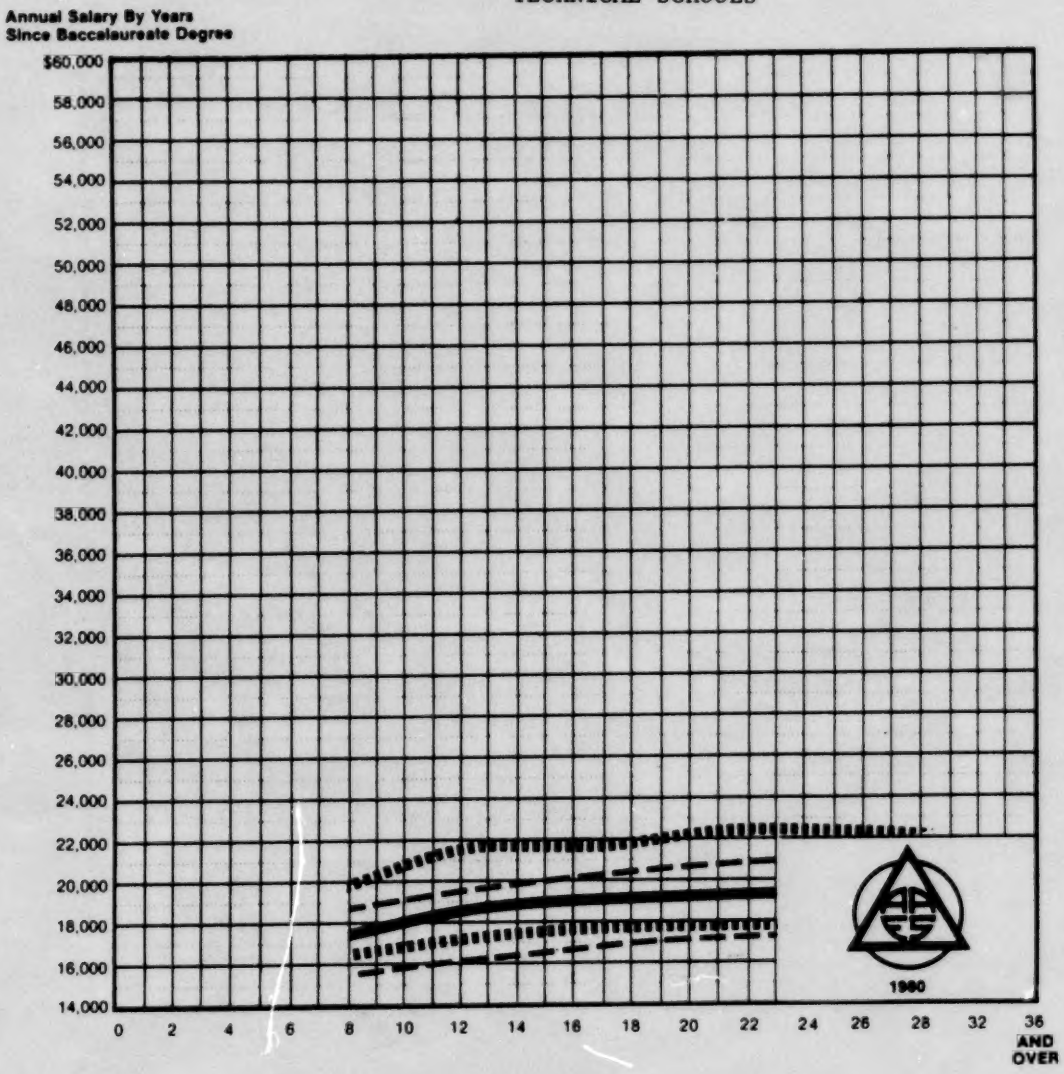
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	15550	0	0	0	19300	20150	20950
UPPER QUARTILE	0	0	14350	0	0	0	16550	17100	17600
MEDIAN	0	0	13900	0	0	0	14950	15250	15500
LOWER QUARTILE	0	0	13950	0	0	0	14450	14550	14650
LOWER DECILE	0	0	13900	0	0	0	13750	13750	13750
MEAN	0	0	14350	0	0	0	15750	16050	16350
TOTAL NUMBER	2	1	5	4	4	4	5	8	7
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	2	1	2	2	3	3	1	1	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	22250	23600	24150	24100	0	22950	22300	21550	20850
UPPER QUARTILE	18600	19850	20800	21400	0	21600	21300	20750	19750
MEDIAN	16050	16800	17450	18100	0	19000	19250	19350	18900
LOWER QUARTILE	14900	15200	15500	15800	0	16300	16500	16750	17000
LOWER DECILE	13800	13950	14200	14450	0	15100	15450	15900	16400
MEAN	16950	17650	18250	18650	0	18950	18950	18850	18500
TOTAL NUMBER	11	8	19	7	2	6	5	14	13
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	5	0	2	0	0	1	0	0	0

ASS'T PROFESSORS, 9-MO. CONTRACT
TECHNICAL SCHOOLS



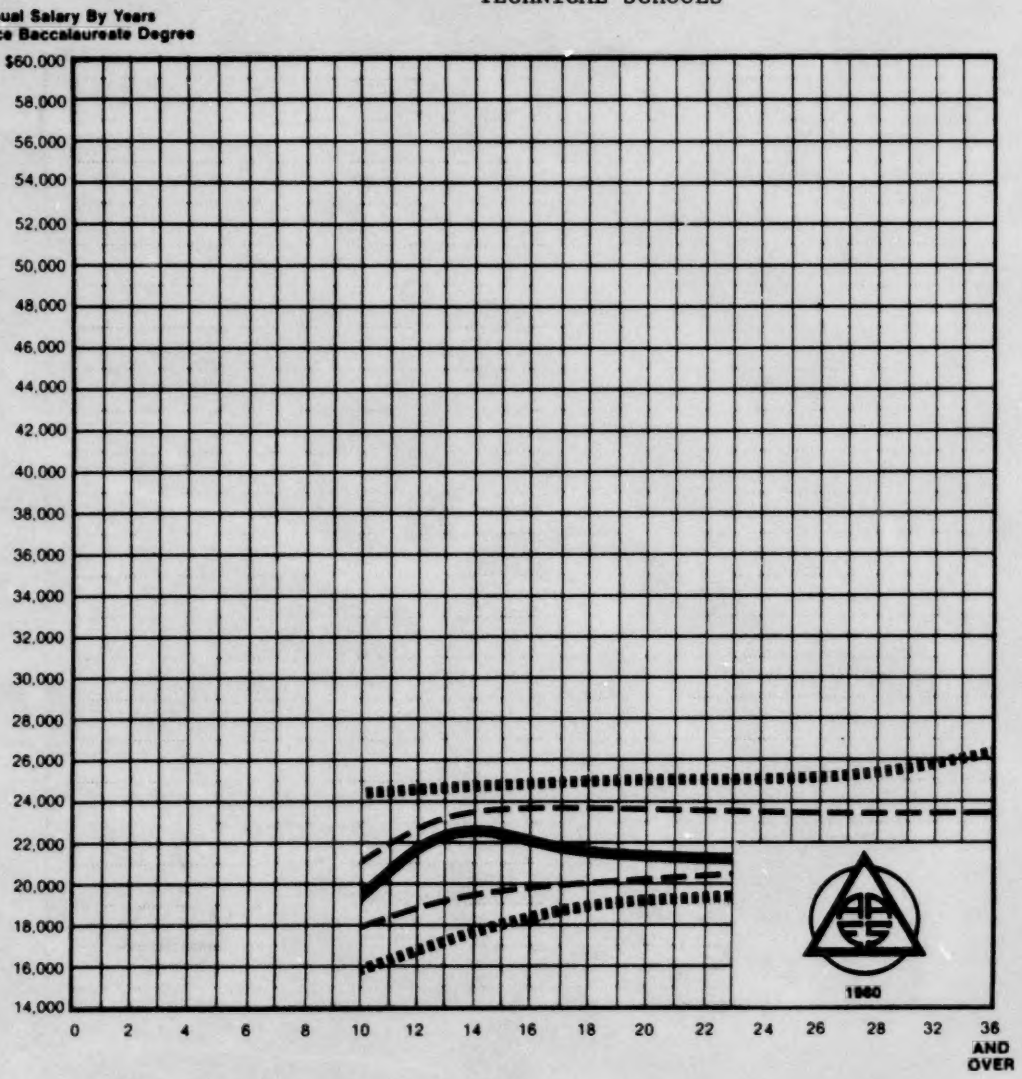
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	19550
UPPER QUARTILE	0	0	0	0	0	0	0	0	18800
MEDIAN	0	0	0	0	0	0	0	0	17650
LOWER QUARTILE	0	0	0	0	0	0	0	0	16450
LOWER DECILE	0	0	0	0	0	0	0	0	15450
MEAN	0	0	0	0	0	0	0	0	17630
TOTAL NUMBER	1	1	3	2	4	2	3	3	11
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	1	0	0	0	1	1	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	20150	20900	21550	22000	22250	22300	22100	21500	19700
UPPER QUARTILE	19200	19750	20150	20400	20550	20500	20300	19900	18800
MEDIAN	18100	18600	18950	19150	19200	19100	18900	18450	17600
LOWER QUARTILE	16800	17250	17600	17850	17950	17950	17800	17500	16600
LOWER DECILE	15850	16350	16750	17050	17200	17250	17100	16750	15600
MEAN	18100	18650	19050	19300	19400	19300	19100	18700	17650
TOTAL NUMBER	23	38	14	16	15	14	13	12	11
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	1	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ASSOC, PROFESSORS, 9-MO. CONTRACT
TECHNICAL SCHOOLS



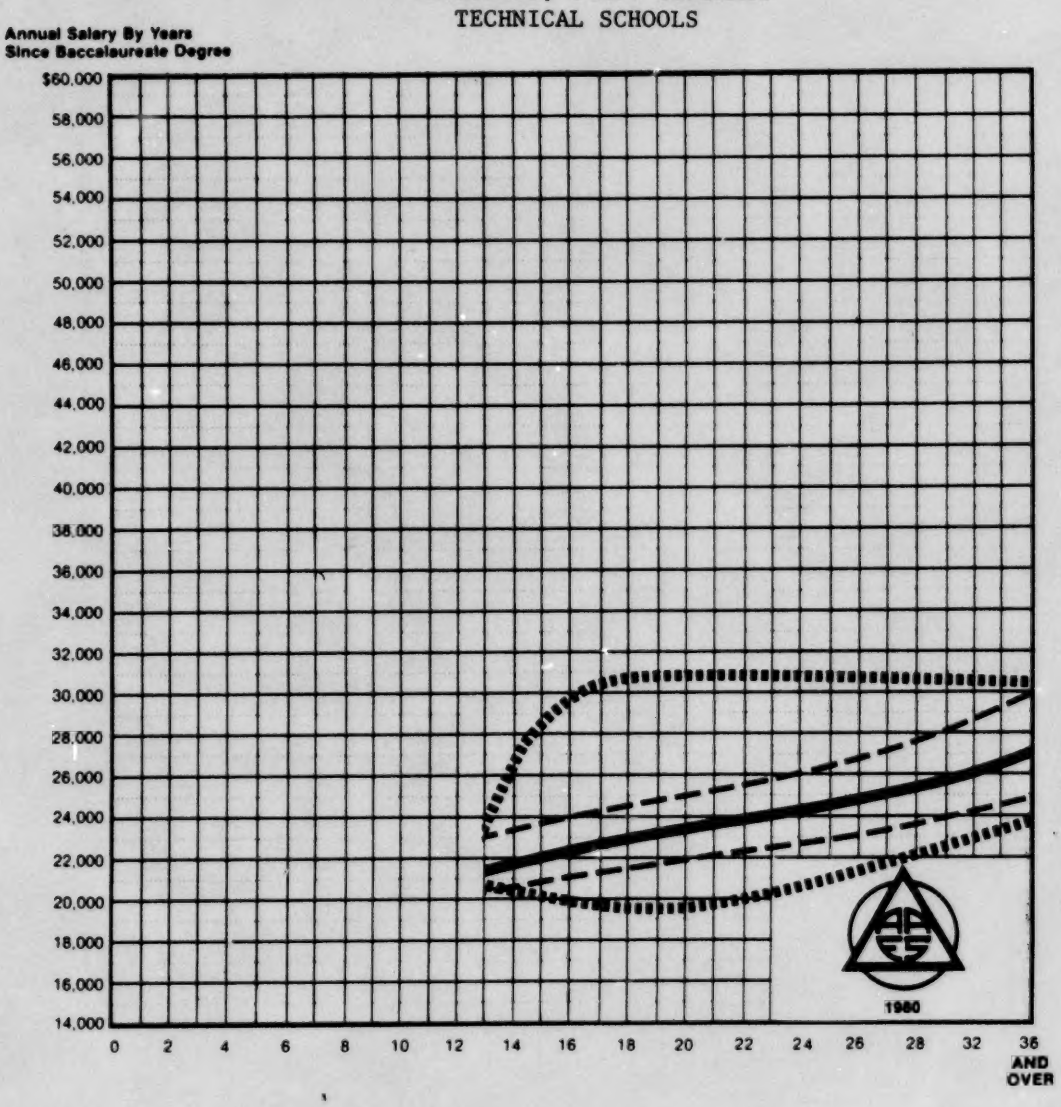
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	3	1	0	1	3	1
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	24300	24400	24550	24700	24900	25150	25400	25800	26400
UPPER QUARTILE	20550	23650	23400	23300	23250	23250	23250	23250	23250
MEDIAN	19050	22600	21750	21500	21450	21450	21450	21450	21450
LOWER QUARTILE	17950	19200	19950	20300	20300	20150	19900	19550	19200
LOWER DECILE	15800	17450	18600	19200	19350	19150	18700	18050	17100
MEAN	20400	21200	21650	21800	21850	21800	21750	21650	21600
TOTAL NUMBER	6	16	24	30	26	14	14	15	15
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

PROFESSORS, 9-MO. CONTRACT
TECHNICAL SCHOOLS



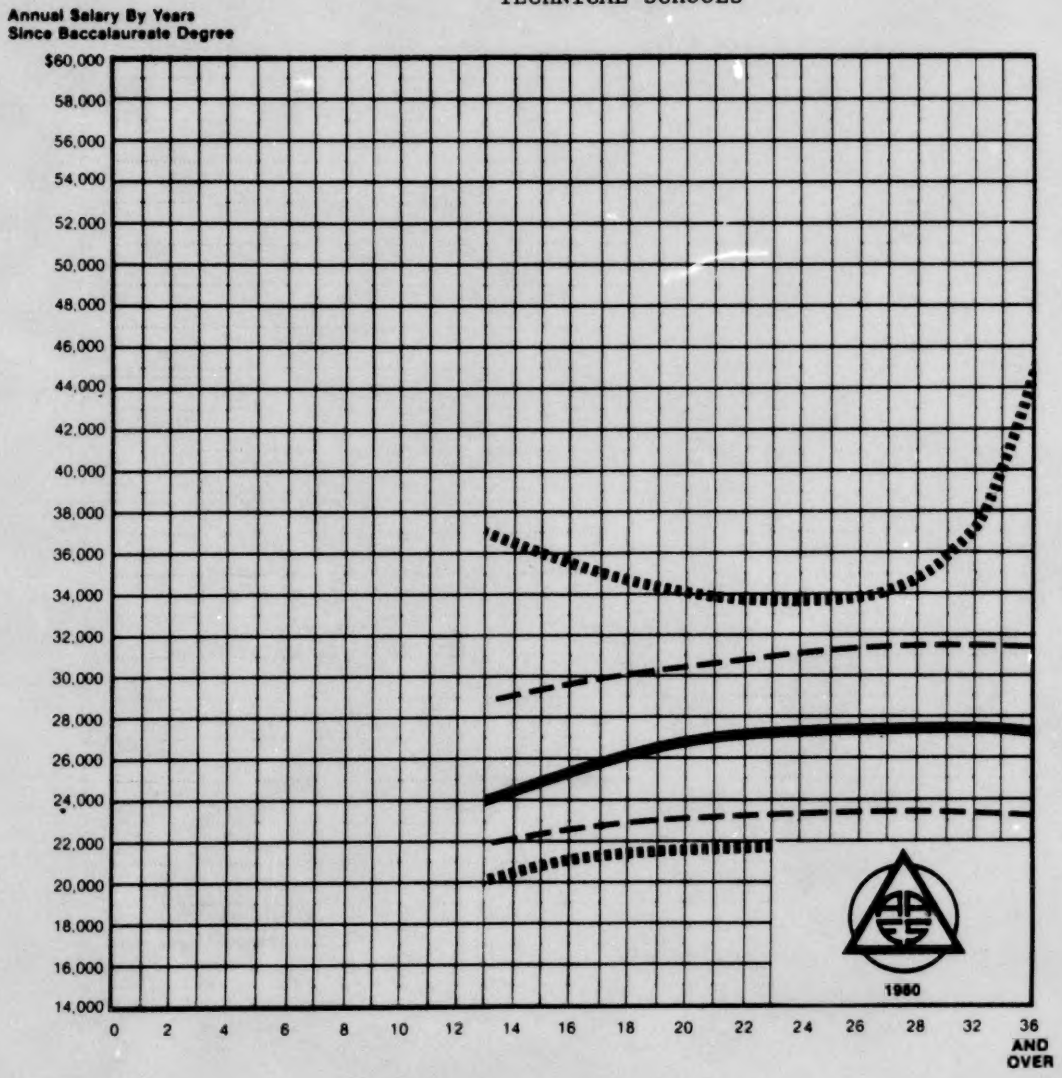
YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	1	0	0	1
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	0	22700	30000	30550	30500	30450	30450	30450	30450
UPPER QUARTILE	0	23300	24000	24750	25500	26300	27100	28250	30450
MEDIAN	0	21900	22600	23300	23950	24600	25250	26050	27300
LOWER QUARTILE	0	20500	21200	21800	22400	22950	23450	24050	24700
LOWER DECILE	0	21400	19600	19300	19850	20700	21750	22900	23950
MEAN	0	22200	22950	23650	24300	25000	25600	26400	27550
TOTAL NUMBER	4	6	7	15	17	20	21	29	13
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

ADMINISTRATORS, 12-MO. CONTRACT
TECHNICAL SCHOOLS



YEARS SINCE B.S.	0	1	2	3	4	5	6	7	8
UPPER DECILE	0	0	0	0	0	0	0	0	0
UPPER QUARTILE	0	0	0	0	0	0	0	0	0
MEDIAN	0	0	0	0	0	0	0	0	0
LOWER QUARTILE	0	0	0	0	0	0	0	0	0
LOWER DECILE	0	0	0	0	0	0	0	0	0
MEAN	0	0	0	0	0	0	0	0	0
TOTAL NUMBER	0	0	0	0	0	0	0	0	0
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

YEARS SINCE B.S.	9-11	12-14	15-17	18-20	21-23	24-26	27-29	30-34	35+
UPPER DECILE	0	36750	35000	34000	33600	33800	34650	36850	45750
UPPER QUARTILE	0	28850	29650	30350	30850	31250	31500	31650	31400
MEDIAN	0	24050	25850	26650	27000	27150	27200	27250	27250
LOWER QUARTILE	0	21900	22550	23000	23350	23500	23550	23500	23300
LOWER DECILE	0	19950	21250	21800	21800	21500	21050	20450	19850
MEAN	0	26150	26350	26600	26900	27200	27600	28150	29450
TOTAL NUMBER	2	8	9	13	9	6	9	8	10
OVER $51000	0	0	0	0	0	0	0	0	0
UNDER $14000	0	0	0	0	0	0	0	0	0

EDUCATIONAL INSTITUTIONS

ENGINEERING SCHOOLS, PHD

Air Force Institute of Technology
Auburn University
Brigham Young University
Brown University
City Coll of CUNY
Clarkson College
Cleveland State Univ. Fenn Coll. of Engr.
College of Engineering, Morgantown, W.V.
Colorado School of Mines
Colorado State University
Columbia University, Sch of Engr & Ap Sci.
Dartmouth College Thayer School of Engrg.
Drexel University College of Engrg.
Florida Inst. of Tech.
Georgia Inst. of Tech.
Howard University, Sch of Engr.
Illinois Institute of Technology
John Hopkins Univ. C.W.C. Whiting Sch Engr
Lamar University, College of Engrg.
Louisiana Tech. University, Coll of Eng.
Marquette University College of Engrg.
Mass. Inst. of Tech., School of Engrg.
Michigan Tech. Univ.
Montana State University
New Jersey Inst. of Tech.
New Mexico Inst. of Mining & Tech.
New Mexico State University
New York St. Coll of Ceramics at Alfred Univ.
Northwestern University Tech Inst.
Ohio State University, College of Engrg.
Ohio University, College of Engrg & Tech.
Oklahoma State Univ. Div. Engr, Tech, Arch.
Old Dominion University
Oregon State University, Sch of Engr.
Penn State University, College of Engrg.
Rensselaer Poly Inst., School of Engrg.
Rice University
Rutgers University
South Dakota School of Mines & Tech.
Southern Methodist University
Stevens Inst. of Tech.
Syracuse University College of Engrg.
Tennessee Tech. University
Texas A&M University, School of Engrg.
Texas Tech University, Coll of Engr.
Tulane University, Sch of Engr.
Union College
University of Akron, Coll of Engr.
University of Alabama, Coll of Engr.
University of Arizona, College of Engrg.
University of Arkansas
University of California, Berkley
University of California, Davis, Coll Engr.
University of California, Los Angeles
University of California, Coll of Engr Santa Barbara
University of Colorado,Boulder, Coll Engr & App Sci
University of Connecticut, School of Engrg.
Univ. of Florida, Coll. of Engrg.
University of Hawaii, Coll. of Engrg.
University of Houston, Coll of Engr.
University of Illinois at Urbana-Champaign, Coll Engr.
University of Iowa, Coll of Engr.
University of Kentucky
University of Lowell
University of Maine at Orono, Coll of Engr & Sci
University of Maryland, Coll of Engr.
University of Miami, Sch of Engr & Arch.
University of Mississippi, School of Engrg.
University of Missouri-Columbia
University of Missouri-Rolla
University of Nebraska, Coll Engr & Tech.
University of Nevada-Reno, Coll of Engr.
University of New Hampshire, Coll. of Engr & Phy. Sci.
University of New Mexico, Coll of Engr.
University of Oklahoma, College of Engrg.
University of Pittsburgh, School of Engrg.
University of Rhode Island, Coll of Engr.
University of Santa Clara, Coll of Engrg.
Univ. of South Florida
University of Texas, Arlington
University of Texas, Austin, Coll of Engr.
University of Toledo
University of Tulsa, Coll. Engrg. & Phys. Sci.
U.S. Naval Postgrad School
Utah State University
University of Washington
University of Wisconsin at Milwaukee
VA Polytechnic Inst.
Washington State University Coll. of Engrg.
Wayne State University, Coll. of Engrg.
West Virginia University, Coll of Min & Eng Res.
Worcester Poly Inst.

ENGINEERING SCHOOLS NON-PHD

Arkansas State University
Boston University
Bradley University
Bucknell University
California State Univ., Chico
California State Univ., Fresno
California State University, Long Beach

California State University, Northridge
Cal State Poly University
Christian Brothers College
(The) Citadel
Cooper Union
Embry-Riddle Aero U.
Florida Atlantic U.
Geneva College
Hartford Graduate Center
John Brown University
Lafayette College
Le Tourneau College Engrg. Div.
Manhattan College
McNeese State University
Memphis State University
Milwaukee School of Engineering
Monmouth College
Moody Coll. of Marine Sci-Texas A&M
Ohio Northern University, Col. of Engrg.
Parks Coll. of St. Louis University
Penn State University Capitol Campus
Portland State University, Engr. & App Sci.
Purdue University Calumet
Purdue University at Fort Wayne
Purdue University of Indianapolis
San Jose State University
Seattle Pacific Univ. Nat & Math Sci.
South Dakota State University
Southeastern Mass. University
Southern Illinois Univ., Carbondale
Southern Illinois Univ., Edwardsville
Texas A&I University
Trinity College
Trinity University
University of Alabama in Birmingham
University of Bridgeport
University of Central Florida
University of D.C.
University of Michigan-Dearborn
University of New Orleans
University of North Carolina Charlotte
University of North Dakota, Sch of Engr & Mines
University of Portland
University of the Pacific Sch of Engrg.
University of Redlands
University of Scranton
University of S.W. Louisiana
University of Texas, Coll. of Engrg., El Paso
University of Texas, Permian Basin, Odessa
University of Wisconsin, Platteville
Valparaiso University
VA Military Inst.
Vanderbilt University
Villanova University, Coll of Engr.
Western Michigan University
West Virginia Inst. of Tech.
Wright State University
Youngstown State University

TECHNICAL INSTITUTES

Academy of Aeronautics
Aiken Tech.
Anoka-Ramsey Comm. College
Arizona State University
Asheville Buncombe Tech. Inst.
Beaufort Cty Tech. Inst.
Belmont Tech College
Blue Hills Tech. Inst.
Boise St. U., Sch of Voc. Tech Ed.
Brevard Community College
Bristol Comm. College
Bronx Community College
Broome Comm. College
California Maritime Academy
Catawba Valley Tech. Institute
Central Piedmont Comm. College
Chattanooga State Tech. Comm. College
Chemeketa Comm. College
Clackamas Comm. College
Clark Tech. College
Cleveland State Comm. College
Cogswell College
C. S. Mott Community College
Del Mar College
Delta College
Del Tech. & Comm. College
Denmark Tech. College
DeVry Institute
Dutchess Comm. College
East Tennessee State University
Eastern Maine Voc. Tech. Inst.
Eastern Shore Comm. College
Emporia State University, Industrial Ed.
Fitchburg State College
Florence-Darlington Tech. College
Florida Jr. College, Jacksonville
Franklin University
Fulton-Montgomery Comm. College
Ga. Southern College
Germanna Comm. College
Greenfield Comm. College
Greenville Tech.
Guilford Tech Inst.
Hawkeye Inst. of Tech.
Houston Comm. College
Indiana State University Evansville
Iowa Valley Comm. College
Jamestown Comm. College
Jefferson State Jr. College

Kansas State University. Engr. Tech. Dept.
Kansas Tech. Inst.
Kent State University (Salem Campus)
Kent State University (Tuscarawas Campus)
Lord Fairfax Comm. College
Marion Tech. College
Massasoit Comm. College
Memphis State University
Metropolitan State College
Middle Tennessee State University
Missouri Western State College
Monroe County Comm. College
Morehead State University
Morrison Institute of Technology
Murray State University
Nashville State Tech.
Niagara County Comm. College
Normandale Comm. College
Northern Michigan University
Northern Virginia Comm. College
Ocean County College
Okaloosa-Walton Jr. College
Oklahoma State University, Sch of Tech.
Olive Harvey College
OMI Coll of Ap Sci of the U. of Cincinnati
Orange County Comm. College
Oregon Inst. of Tech.
Parkersburg Comm. College
Pittsburgh State University
Pittsburgh Tech. Inst.
Pitts Community College
Purdue University, West Lafayette
Purdue University, Indianapolis
Purdue University, Regional Campus
Queensborough Comm. College
Randolph Tech. College
Richmond Tech. Inst.
Rochester Inst. of Technology
Rochester Tech-Natl Inst for Deaf
Rock Valley College
San Antonio College
Schenectady Cty Comm. College
Schweiter Tech Sch
South Georgia College
Southern Illinois University
Southwest Missouri State University
Spartanburg Tech College
St. Louis Comm. College at Forest Park
Sumter Area Tech. College
SUNY A&T Alfred
SUNY A&T Canton
SUNY A&T College, Morrisville
SUNY A&T College at Farmingdale
SUNY College of Tech at Utica/Rome
Technical Career Inst.
Technical College of Alamance
Temple University
Texas Southern University
Thames Valley State Tech. College
Thornton Comm. College
Trenton State College
Triton College
Ulster Cty Comm. College
University of D.C. Coll of Phy Sci,. Engr & Tech.
University of Maine
University of Pittsburgh, Bradfore
University of Pittsburgh, Johnstown
University of South Dakota, Springfield
University of Southern Colorado
University of Southern Mississippi
Walters State Comm. College
Weber State College, School of Tech.
Wentworth Institute Technology
Western Carolina University
Western Illinois University
Western Kentucky University
Western Piedmont Comm. College
Western Wyoming Community College
Wilson County Tech. Institute
Yakima Valley College
Youngstown State University

DO NOT DETACH THIS PAGE – SEE INSTRUCTIONS ON FORM

PROFESSIONAL INCOME OF ENGINEERS IN EDUCATION—1980

Please return this sheet with your filled-out data form. **Unidentified returns cannot be included in the survey.** Do not put your name and address on the form itself. When we have checked off receipt of your return and screened it for completeness, we will separate this address slip from the data form so that the confidentiality of your data will be assured.

If the mailing label affixed below is incorrect, incomplete, or missing, please indicate correct address:

1. Name of Reporting Organization:_____

Address:_____

City:_____ State:_____ Zip Code:_____

2. Name and title of person responsible for data:_____

Tel. No. ( )-_____

3. Please check type of institution:

- ☐ Engineering school, PhD granting.
- ☐ Engineering school, non-PhD granting.
- ☐ Technology school.
- ☐ Research unit.

RETURN ENTIRE DATA FORM TO:

ENGINEERING MANPOWER COMMISSION
345 East 47th Street, New York, New York 10017

40

AAES

AMERICAN ASSOCIATION OF ENGINEERING SOCIETIES

345 EAST 47th STREET
NEW YORK, NEW YORK 10017 TELEPHONE: 212-644-7840

Engineering Manpower Commission

MEMBER SOCIETIES

American Society of Civil Engineers
American Institute of Mining, Metallurgical and Petroleum Engineers, Inc.
The American Society of Mechanical Engineers
The Institute of Electrical & Electronics Engineers
American Society for Engineering Education
American Society of Heating, Refrigerating & Air-Conditioning Engineers, Inc.
American Society of Agricultural Engineers
American Institute of Chemical Engineers
National Council of Engineering Examiners
Society of Manufacturing Engineers
National Society of Professional Engineers
National Institute of Ceramic Engineers
Society of Plastics Engineers, Inc.
American Society for Quality Control
Standards Engineers Society
American Institute of Industrial Engineers, Inc.
Society of Fire Protection Engineers
Society of Women Engineers
American Institute of Plant Engineers
American Association of Cost Engineers

ASSOCIATE SOCIETIES

Air Pollution Control Association
American Society for Metals
The Society of American Military Engineers
Society of Allied Weight Engineers, Inc.
American Congress on Surveying & Mapping
National Association of Corrosion Engineers
Society of Packaging and Handling Engineers
International Material Management Society
American Society of Gas Engineers
American Academy of Environmental Engineers
American Consulting Engineers Council

REGIONAL SOCIETIES

Western Society of Engineers
The Cleveland Engineering Society
Engineering Society of Detroit
Washington Society of Engineers
Engineering Societies of New England, Inc.
International Material Management Society, New Jersey Chapter, Inc.
Danville Engineers Club

March, 1980

To The Deans of Engineering and Technology:

The Engineering Manpower Commission will conduct its fourteenth consecutive biennial survey of Engineering Salaries in 1980. As a significant employer of engineering graduates in faculty, administrative and research positions, you are invited to participate. The rates submitted should be those in effect March 1, 1980. Salaries for those who graduated in the first quarter of 1980 should be combined with the 1979 graduates. Your reply is requested to reach this office by April 15, 1980. We regret that any data received later than April 30, 1980, cannot be included in the results. Participants in the survey will be sent a complimentary set of the curves for their specific employment group.

You are probably already familar with our survey and the salary curves we publish from it. Salary data are reported in a form directly useable by most salary administrators. Median salaries are reported on the basis of experience broken down by such variables as academic rank and degree level. The Engineering Salary Survey has been conducted in its present form biennially since 1953, thereby, providing salary trend continuity over a period of more than twenty-five years.

The Engineering Salary Survey is conducted by the Engineering Manpower Commission of the American Association of Engineering Societies. Since AAES is a public service organization, broadly representative of the engineering profession, our reports are recognized as authoritative and impartial. In addition, we provide complete assurance of the confidentiality of the data submitted to us.

This year's data form is similar to that of previous years. Please follow closely the instructions on the form and return all parts to us. If you need additional forms, we will be glad to provide them.

We hope you will join our other survey participants in helping to make this survey a success.

Sincerely,

Patrick J. Sheridan

Patrick J. Sheridan
Manager, Manpower Activities

PROFESSIONAL INCOME OF ENGINEERS—1980

FORM C **PRESENT SALARY OF ENGINEERING GRADUATES EMPLOYED IN EDUCATIONAL INSTITUTIONS BY ACADEMIC RANK**

IMPORTANT – please read carefully before filling out form.

This form gives the distribution of employed engineering graduates as a function of academic rank, salary bracket, and years of experience as measured since graduation with a bachelor's degree. Salary brackets are indicated at the left of each row – note that some brackets include a wider salary range than others. Separate sections of the form are set aside for various academic ranks, on both sides of the form. Individuals are to be reported in the section corresponding to their rank, but within each section they are to be reported in the column for their year of graduation with bachelor's degree, to give a common basis for comparison. If year of graduation cannot be given, report by age (average 1979 graduate is 23, etc.)

SALARY – should include base salary, before deductions, and any regular allowances such as cost of living differential, etc. Do not include unpredictable payments for overtime work, outside consulting, etc. **Please indicate number of months included in the normal contract for each rank**, in the space at the top of each section of the form. **Do not report part-time employees, graduate students, adjunct faculty, etc.**

	ANNUAL SALARY	YEAR OF BACCALAUREATE DEGREE (OR AGE)																
	ASSISTANT PROFESSOR Months on normal contract ☐	1979 (23)	1978 (24)	1977 (25)	1976 (26)	1975 (27)	1974 (28)	1973 (29)	1972 (30)	1971 (31)	1970-1970 (32-34)	1966-1967 (35-37)	1963-1964 (38-40)	1960-1961 (41-43)	1958-1959 (44-46)	1953-1955 (47-49)	1950-1952 (50-52)	1947-1949 (53-57)	UP TO 1946 (58+)
101	$51,000 & over																	
102	$48,000-50,999																	
103	$45,000-47,999																	
104	$42,000-44,999																	
105	$39,000-41,999																	
106	$37,000-38,999																	
107	$35,000-36,999																	
108	$33,000-34,999																	
109	$31,000-32,999																	
110	$29,000-30,999																	
111	$27,000-28,999																	
112	$26,000-26,999																	
113	$25,000-25,999																	
114	$24,000-24,999																	
115	$23,000-23,999																	
116	$22,000-22,999																	
117	$21,000-21,999																	
118	$20,000-20,999																	
119	$19,000-19,999																	
120	$18,000-18,999																	
121	$17,000-17,999																	
122	$16,000-16,999																	
123	$15,500-15,999																	
124	$15,000-15,499																	
125	$14,500-14,999																	
126	$14,000-14,499																	
127	Less than $14,000																	
	ASSOCIATE PROFESSOR. Months on normal contract ☐																	
201	$51,000 & over																	
202	$48,000-50,999																	
203	$45,000-47,999																	
204	$42,000-44,999																	
205	$39,000-41,999																	
206	$37,000-38,999																	
207	$35,000-36,999																	
208	$33,000-34,999																	
209	$31,000-32,999																	
210	$29,000-30,999																	
211	$27,000-28,999	DO NOT USE THESE SPACES																
212	$26,000-26,999																	
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215	$23,000-23,999																	
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221	$17,000-17,999																	
222	$16,000-16,999																	
223	$15,500-15,999																	
224	$15,000-15,499																	
225	$14,500-14,999																	
226	$14,000-14,499																	
227	Less than $14,000																	
	PROFESSOR. Months on normal contract ☐																	
301	$51,000 & over																	
302	$48,000-50,999																	
303	$45,000-47,999																	
304	$42,000-44,999																	
305	$39,000-41,999																	
306	$37,000-38,999																	
307	$35,000-36,999																	
308	$33,000-34,999																	
309	$31,000-32,999																	
310	$29,000-30,999	DO NOT USE THESE SPACES	DO NOT USE THESE SPACES															
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321	$17,000-17,999																	
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323	$15,500-15,999																	
324	$15,000-15,499																	
325	$14,500-14,999																	
326	$14,000-14,499																	
327	Less than $14,000																	

SEE OTHER SIDE FOR ADDITIONAL POSITIONS

FORM C (Continued)

This side includes sections for the following additional ranks: Instructors etc. (full time only), Administrative Faculty, and Research & Other Non-teaching Positions. Refer to other side for instructions on filling out this form. Do not include part-time employees, graduate students, adjunct faculty, etc. PLEASE DO NOT NEGLECT TO INDICATE NUMBER OF MONTHS IN THE NORMAL CONTRACT FOR EACH ACADEMIC RANK.

	ANNUAL SALARY	YEAR OF BACCALAUREATE DEGREE (OR AGE)																	
	INSTRUCTOR, LECTURER, ETC. Months on contract	1979 (23)	1978 (24)	1977 (25)	1976 (26)	1975 (27)	1974 (28)	1973 (29)	1972 (30)	1971 (31)	1969-1970 (32-34)	1966-1967 (35-37)	1963-1964 (38-40)	1959-1961 (41-43)	1956-1958 (44-46)	1953-1955 (47-49)	1950-1952 (50-52)	1947-1949 (53-57)	UP TO 1946 (58+)
101	$51,000 & over																		
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122	$16,000-16,999																		
123	$15,500-15,999																		
124	$15,000-15,499																		
125	$14,500-14,999																		
126	$14,000-14,499																		
127	Less than $14,000																		
	ADMINISTRATIVE FACULTY (DEANS, DEPARTMENT HEADS, ETC.) Months on contract																		
201	$51,000 & over																		
202	$48,000-50,999																		
203	$45,000-47,999																		
204	$42,000-44,999																		
205	$39,000-41,999																		
206	$37,000-38,999																		
207	$35,000-36,999																		
208	$33,000-34,999																		
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220	$18,000-18,999																		
221	$17,000-17,999																		
222	$16,000-16,999																		
223	$15,500-15,999																		
224	$15,000-15,499																		
225	$14,500-14,999																		
226	$14,000-14,499																		
227	Less than $14,000																		
	RESEARCH & OTHER NON-TEACHING POSITIONS. Months on contract																		
301	$51,000 & over																		
302	$48,000-50,999																		
303	$45,000-47,999																		
304	$42,000-44,999																		
305	$39,000-41,999																		
306	$37,000-38,999																		
307	$35,000-36,999																		
308	$33,000-34,999																		
309	$31,000-32,999																		
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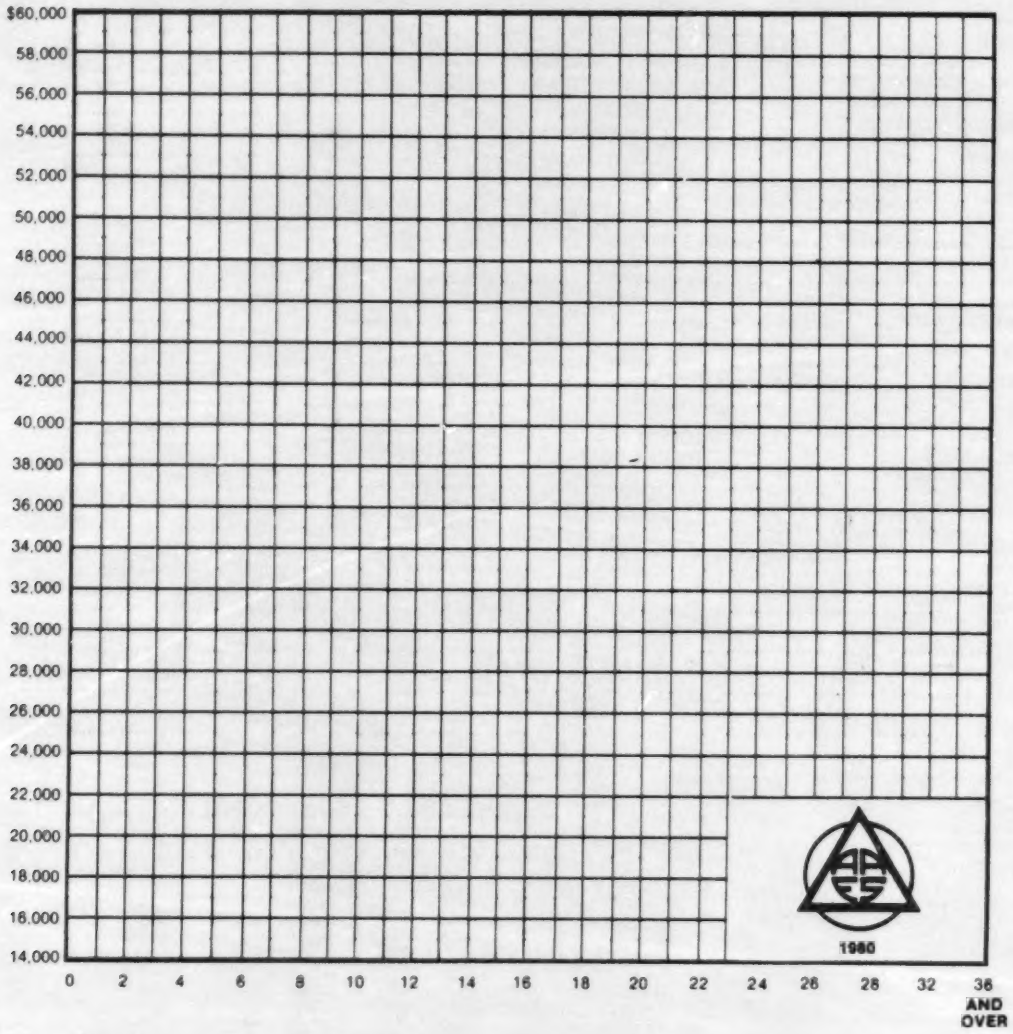
322	$16,000-16,999																		
323	$15,500-15,999																		
324	$15,000-15,499																		
325	$14,500-14,999																		
326	$14,000-14,499																		
327	Less than $14,000																		

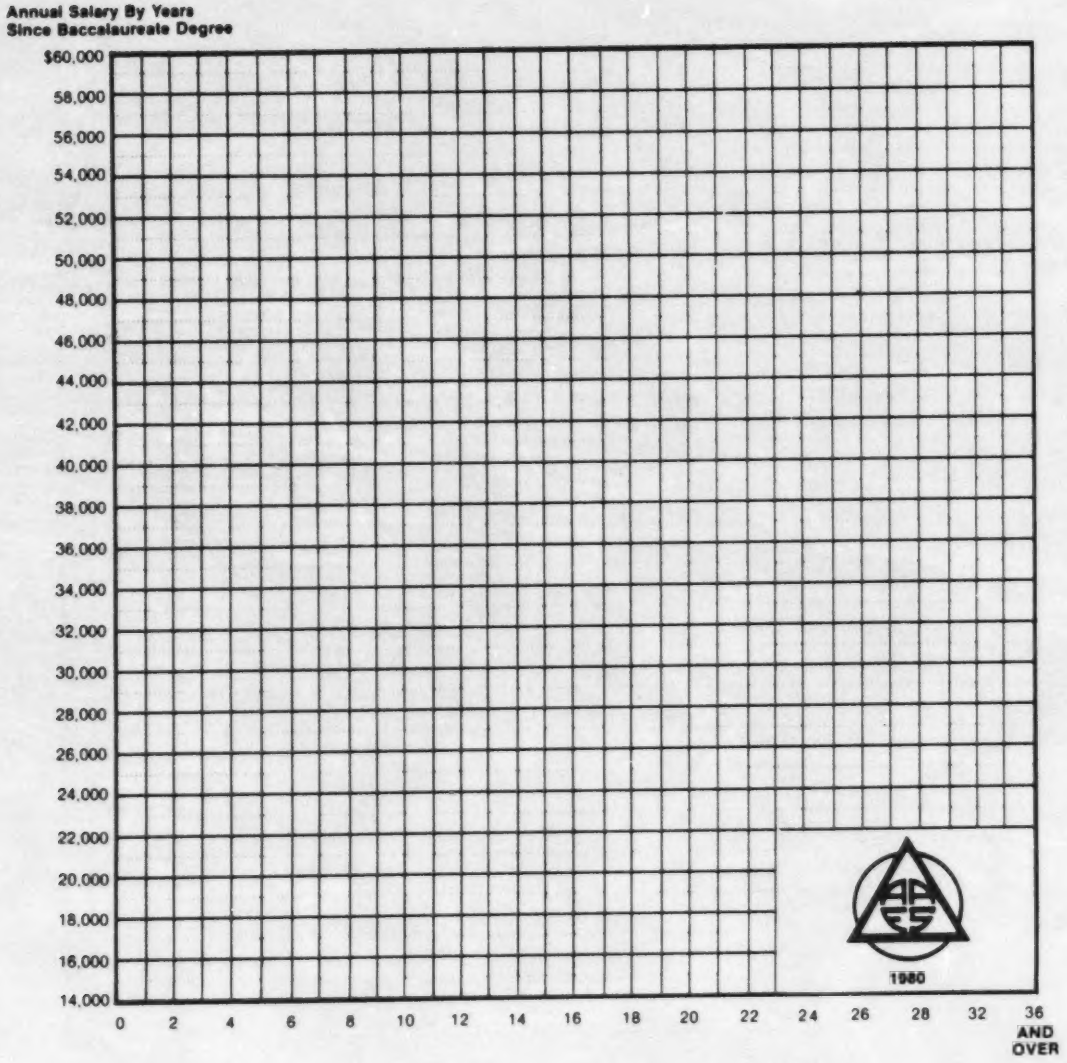
SEE OTHER SIDE FOR ADDITIONAL POSITIONS

Annual Salary By Years Since Baccalaureate Degree



LEGEND

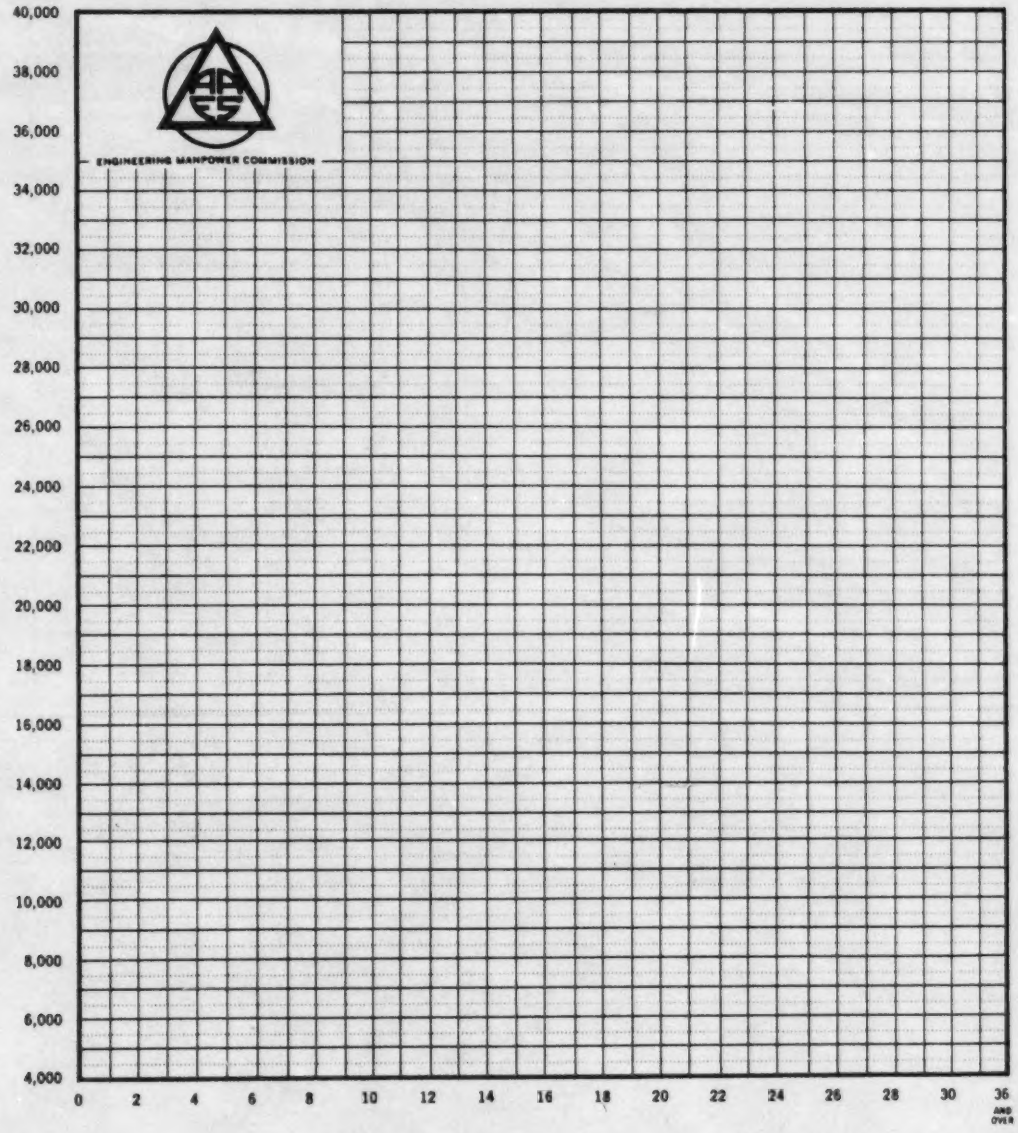
Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

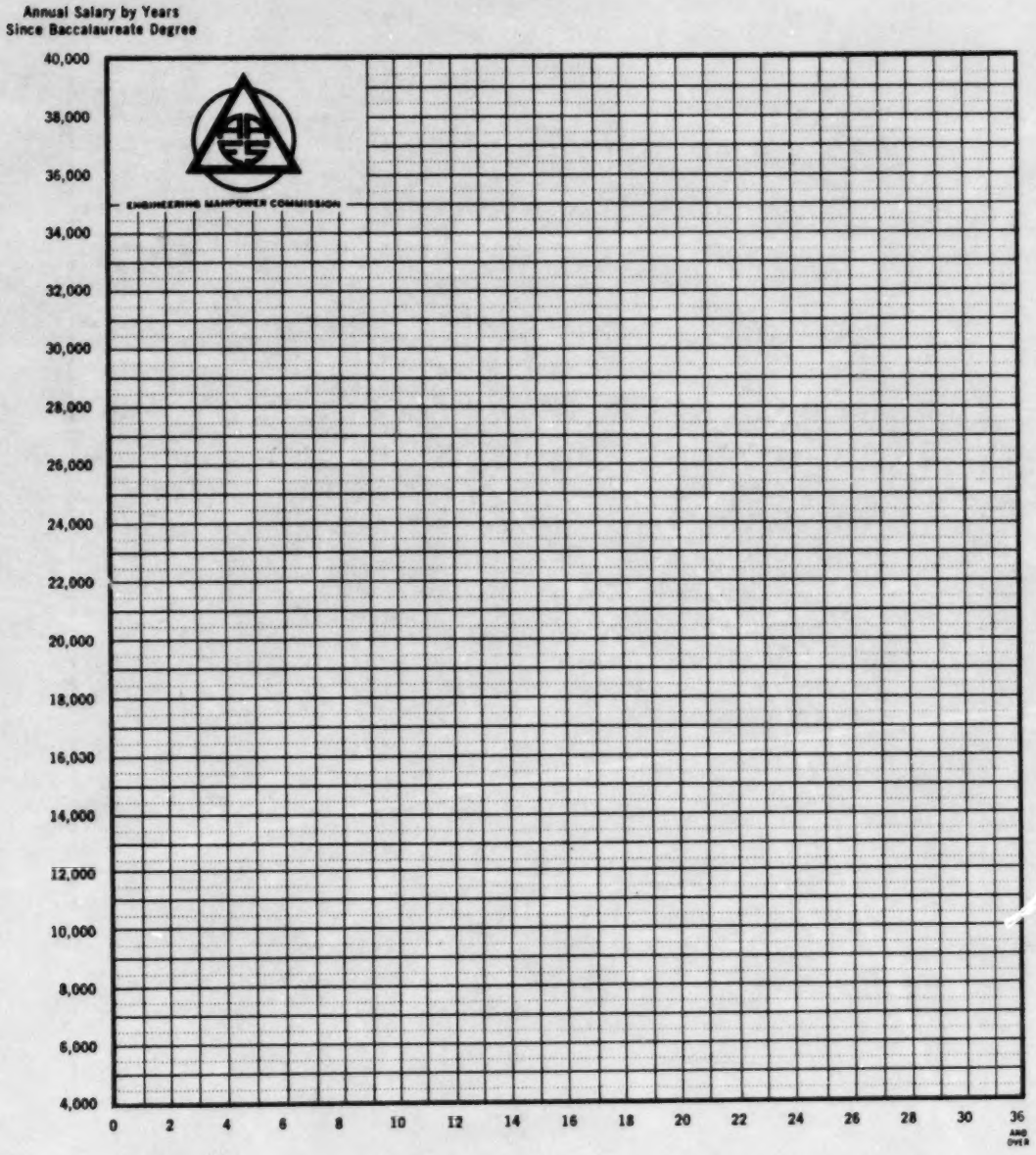


LEGEND

Upper Decile
Upper Quartile
Median
Lower Quartile
Lower Decile

Annual Salary by Years
Since Baccalaureate Degree




Annual Salary by Years
Since Baccalaureate Degree
40,000
38,000
36,000
34,000
32,000
30,000
28,000
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24,000
22,000
20,000
18,000
16,000
14,000
12,000
10,000
8,000
6,000
4,000
0
2
4
6
8
10
12
14
16
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20
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26
28
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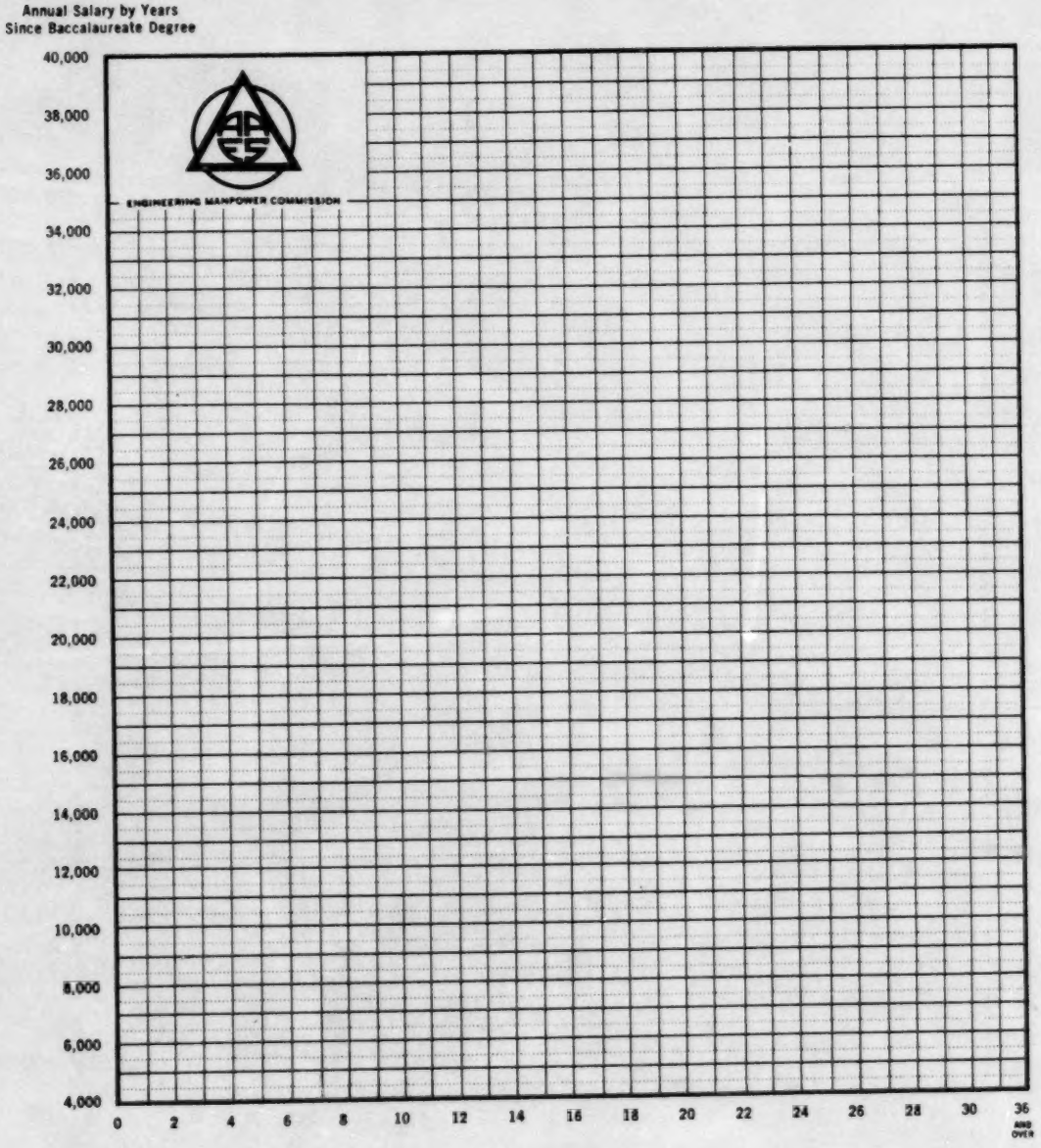
36
AND OVER


Annual Salary by Years
Since Baccalaureate Degree
40,000
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ENGINEERING MANPOWER COMMISSION
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28
30
36
AND OVER

AAES

MEMBER SOCIETIES

American Society of Civil Engineers	1852
American Institute of Mining, Metallurgical and Petroleum Engineers, Inc.	1871
The American Society of Mechanical Engineers	1880
The Institute of Electrical & Electronics Engineers	1884
American Society for Engineering Education	1893
American Society of Heating, Refrigerating & Air-Conditioning Engineers, Inc.	1894
American Society of Agricultural Engineers	1907
American Institute of Chemical Engineers	1908
American Society for Metals	1913
The Society of American Military Engineers	1920
National Council of Engineering Examiners	1920
Society of Manufacturing Engineers	1932
National Society of Professional Engineers	1934
National Institute of Ceramic Engineers	1938
Society of Allied Weight Engineers, Inc.	1939
Society of Plastics Engineers, Inc.	1941
American Society for Quality Control	1946
Standards Engineering Society	1947
American Institute of Industrial Engineers, Inc.	1948
Society of Women Engineers	1950
Society of Fire Protection Engineers	1950
American Institute of Plant Engineers	1954
American Nuclear Society	1954
American Academy of Environmental Engineers	1955
American Association of Cost Engineers	1956
System Safety Society	1962
Association of Energy Engineers	1977
American Indian Science & Engineering Society	1977

ASSOCIATE SOCIETIES

Air Pollution Control Association	1907
American Congress on Surveying & Mapping	1941
National Association of Corrosion Engineers	1945
Federation of Materials Societies	1972

REGIONAL SOCIETIES

Western Society of Engineers	1869
The Cleveland Engineering Society	1880
Engineering Society of Detroit	1895
Washington Society of Engineers	1905
Colorado Society of Engineers	1916
Colorado Engineering Council	1919
Engineering Societies of New England, Inc.	1923

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